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ABSTRACT

This report presents the results of the Association of Research Libraries (ARL) 1985 survey of librarians' salaries in 33 tables. A brief introduction summarizing the most important statistical findings from the survey notes that more minority professional positions were reported in 1985, the median salary for all professional staff in ARL member libraries increased 5.3% during 1985, and the median beginning professional salary increased by 6.1%. Explanatory notes and information on survey changes since the previous year are also provided. Data are presented in four major categories: (1) salary levels for personnel in ARL libraries; (2) median and beginning professional salaries in ARL non-university libraries; (3) average, median, and beginning professional salaries in ARL university libraries; and (4) distribution of personnel and average salaries for positions in ARL university libraries, with data characterized by sex, minority status, years of experience, type of institution, size of professional staff, and geographic region. Data for law and medical libraries continue to be reported separately and are included in tables 27-33. University and non-university library questionnaires and instructions for their use are also presented. (KM)

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ARL

Annual Salary Survey 1985

Compiled by
Gordon Fretwell

for the
Association of
Research Libraries

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INTRODUCTION

The 1985 ARL Annual Salary Survey resembles earlier editions with regard to general format and organization. Salaries of staff in the Canadian member libraries continue to be expressed in U.S. dollars, with conversion at the rate of $1.3388 Canadian per U.S. dollar*. Laval University joined the Association in 1985 and its data are included in the university library tables. Salaries for staff from the Canada Institute for Scientific and Technical Information and from the University of Chicago are not represented in most tables, but some statistics were reported which permit the inclusion of CISTI in Table 2 and Chicago in Tables 4 through 9. This year's Survey includes the salaries of all directors except two university library directors and one director of a non-university library.

Last year the Survey separated the statistics for law and medical libraries from the "main" university libraries, a practice that continues in this edition. The disaggregation of law and medical library statistics from statistics for the "main" libraries appears to have made the resulting data more comparable, and facilitated comparisons between institutions.

The 33 tables of the Survey are arranged into five broad categories: information on all filled positions reported by 116 university and non-university libraries in this year's survey (Table 1); information on twelve non-university libraries (Tables 2 and 3); information on 106 university general libraries (Tables 4 through 21); information on university medical libraries (Tables 22 through 27); and information on university law libraries (Tables 28 through 33). Table 10 also includes law and medical library professionals, despite its being included in the grouping with general libraries. The ten-year retrospective display of median and beginning salary information in Table 10 seemed to justify the continued inclusion of law and medical salaries in order to maintain consistency throughout the full span of time.

More minority professional positions are reported this year: 666 this year versus 641 last year. Of this year's total, 595 were reported in the general libraries and 71 were reported in law and medical libraries. The identification of minority professionals is limited to U.S. university members because Canadian institutions are not permitted to collect that information. Thus the 666 professionals (including those in law and medical libraries) identified as being members of federally defined minority groups represent 9.8% of all positions reported from the U.S. university segment of the membership of the Association. Within the minority categories, men represent 32.1% of the total, almost 5% less than the fraction of men (37.0%) in the U.S. university membership.

Minority librarians in ARL libraries are not proportionately distributed

* This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1984 through June 1985.

in geographical terms. The South Atlantic and Pacific regions both have disproportionately high shares of the total number. The distribution of minority professionals reported by the membership is as follows:

	New Engl	Middle Atl	E North Central	W North Central	South Atl	East S Central	West S Central	Mt	Pac	TOTAL	%
Black	13	36	32	12	93	5	7	2	20	220	33.0
Hispanic	2	9	12	1	19	-	14	9	19	85	12.8
Asian	35	70	47	18	50	3	14	14	102	353	53.0
AI/NA*	-	-	3	-	-	-	2	1	2	8	1.2
TOTALS	50	115	94	31	162	8	37	26	143	666	
Percent	7.2	11.3	9.8	8.0	17.9	4.4	9.9	7.4	15.2		

In a reversal of the trend of several years, minority professionals, as a group, earned less, on average, than ARL professionals as a whole. The difference is $386 per year, or 1.3% of average annual salary. Any final comparison of average salaries for these two groups, however, must take into account the differences in average years of professional experience. Tables 15 and 16 provide some context for comparison of average salaries in Tables 13 and 14.

In 1985, the average salaries paid to librarians in private ARL U.S. libraries were 0.8% higher than those paid their counterparts in publicly supported institutions, down from a 2.6% premium last year, despite the fact that private salaries rose 5% in the same period. The gap was closed by a 6.9% increase in average salary within the public segment when compared with the previous level. Table 19 provides more details. Size of library has a direct bearing on individual salaries: not only is the average salary higher in the largest libraries (those over 124 professionals) than in the smallest (less than 50 professionals), but the average salary in each of the 27 standard job categories is also higher in the larger libraries. The geographical influence on salaries continues to be apparent. In the U.S., the highest average salaries are paid in the Pacific and Middle Atlantic regions, and the lowest average salaries paid in the West and East South Central regions.

On average, salaries of men were 12.3% higher than the average salaries of women, but an examination of Table 15 sheds some light on that difference. In general, all salary comparisons must be made carefully, and take into account the differences in length of professional experience. In order to preserve confidentiality of individual salaries, no seperate breakdown of directors' salaries by sex is included in Table 12.

The median salary for all professional staff in university member libraries of ARL (including law and medical) increased 5.3% during the past year. The median Beginning Professional Salary also increased by 6.1%. Both of these measures grew faster than the increase in the Consumer Price Index (up only 3.6%), so for the fourth year in a row, ARL librarians regained another small portion of purchasing power lost in the preceding decade.

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* American Indian/Native Alaskan

A final cautionary note repeated from past years: users of the Survey are advised against making staffing or salary inferences from the data presented here without a careful analysis of the libraries being compared and the information that is available. A highly standardized method of data collection has been employed which may imply organizational patterns that are not valid in specific instances. Please refer to the survey instrument at the back for further information about definitions, assumptions, etc. Finally, this Survey concerns itself with salaries only, and other tangible and intangible forms of compensation may have a significant impact on specific salaries.

Gordon Fretwell
University of Massachusetts
February 3, 1986

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TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1986, 38% of the librarians in ARL university libraries earned $30,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS*				NON-UNIVERSITY LIBRARIANS			
	1985	%	1986	%	1985**	%	1986***	%
$100,000 or more	2		2					
95,000---99,999			1					
90,000---94,999	1		4					
85,000---89,999	2		5					
80,000---84,999	8		9		1			
75,000---79,999	2		15		1		1	
70,000---74,999	16		24	1	3		7	
65,000---69,999	27	1	32		113	3	120	3
60,000---64,999	31		45	2	54	4	56	5
55,000---59,999	57	2	68	3	134	8	189	10
50,000---54,999	72	3	95	4	136	12	130	13
48,000---49,999	34	3	44	5	133	15	155	17
46,000---47,999	71	5	65		47	16	93	19
44,000---45,999	61		162	8	108	19	78	21
42,000---43,999	141	7	102	9	122	22	168	26
40,000---41,999	117	9	216	12	105	25	100	28
38,000---39,999	197	12	284	16	188	30	248	35
36,000---37,999	180	14	307	20	238	36	254	41
34,000---35,999	378	19	332	24	312	44	266	48
32,000---33,999	369	25	431	30	246	51	252	55
30,000---31,999	516	32	620	38	176	55	161	59
29,000---29,999	306	36	330	42	166	59	122	62
28,000---28,999	300	40	393	48	151	63	95	64
27,000---27,999	387	46	382	53	138	67	134	68
26,000---26,999	361	51	405	58	185	72	252	74
25,000---25,999	416	57	421	64	142	75	41	75
24,000---24,999	410	62	430	69	100	78	151	79
23,000---23,999	434	68	429	75	113	81	123	82
22,000---22,999	435	74	367	80	159	85	142	86
21,000---21,999	388	80	344	84	134	89	154	90
20,000---20,999	345	85	291	88	58	90	68	92
19,000---19,999	285	89	303	92	51	92	52	93
18,000---18,999	307	93	275	96	73	93	53	95
17,000---17,999	256	97	182	98	90	96	78	97
16,000---16,999	155	99	92	99.5	79	98	80	98
15,000---15,999	67	99.6	24	99.8	31	99	19	99.2
14,000---14,999	23	99.8	3	99.9	39	99.6	25	99.8
13,999 or less	5	100	9	100	14	100	7	100
Total Positions	7,161		7,543		3,840		3,874	
Median Salary	$26,100		$27,485		$33,863		$33,720	

* Excludes Chicago
** Excludes Newberry Library and Canada Institute for Scientific and Technical Information
***Excludes Canada Institute for Scientific and Technical Information
Note: Canadian salaries converted to U.S. dollars.

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

INSTITUTION	NUMBER OF STAFF	MEDIAN SALARIES		BEGINNING PROFESSIONAL SALARIES	
		FY 1985	FY 1986	FY 1985	FY 1986
Boston Public Library(*)	191	$ 24,500	$ 22,600	$ 16,089	$ 16,089
Canada Institute for Scientific and Technical Information (*D)	83	24,798	25,695	16,358	16,881
Center for Research Libraries	22	23,442	24,720	14,337	18,000
Library of Congress	2,692	est. 34,000	36,045	14,000	14,390
Linda Hall Library	27	23,000	24,650	16,000	16,500
National Agricultural Library	96	34,000	34,000	17,221	17,824
National Library of Canada(* D)	217	22,114	24,685	14,776	14,776
National Library of Medicine(*)	142	32,134	33,727	17,221	17,824
New York Public Library(*)	316	26,459	27,782	19,657	20,593
New York State Library	09	28,334	29,751	19,110	19,110
Newberry Library	33	21,500	22,850	14,000	14,700
Smithsonian Institution Libraries	46	est. 35,000	est. 35,400	17,221	17,221

* - See Footnotes
D - Canadian salaries expressed in U.S. dollars

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); which has also been converted using July 1976 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS* Index	Actual CPI	Adjusted CPI
1986	12	3,874**	33,720**	17,308	204.4	180.2	322.8	198.9
1985	11	3,840***	33,863***	16,500	205.2	154.0	311.7	192.1
1984	11	3,411	31,000	16,559	187.9	154.6	299.3	184.4
1983	11	4,929	25,373	15,487	153.8	144.5	292.2	180.0
1982	10	4,839	23,274	14,955	141.1	139.6	274.4	169.1
1981	12	5,171	20,301	12,651	123.0	118.1	247.8	152.7
1980	12	4,822	19,679	12,391	119.3	115.7	218.9	134.9
1979	11	4,570	18,567	11,460	112.5	107.0	196.7	121.2
1978	11	4,738	18,420	10,825	111.6	101.0	182.6	112.5
1977	11	4,335	17,000	11,220	103.0	104.7	171.1	105.4
1976	11	4,341	16,500	10,714	100	100	162.3	100

* - Beginning Professional Salary
** - Excludes staff at Canada Institute for Scientific and Technical Information
***- Excludes Newberry Library and Canada Institute for Scientific and Technical Information
Note: Canadian salaries converted to U.S. dollars

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1986	FY 1986	FY 1985[r]	FY 1986	FY 1985[r]	FY 1986	FY 1986
Alabama (*)	36	$ 24,609	$ 21,153	$ 23,037	$ 15,000	$ 16,500	10.6
Alberta (* D)	66	28,109	28,007	29,099	18,012	18,377	12.3
Arizona (*)	67	24,803	23,300	24,363	17,200	17,200	11.3
Arizona State (*)	57	26,271	24,860	24,719	16,300	16,300	11.3
Boston (*)	46	25,300	21,787	23,300	17,000	17,000	11.6
Brigham Young	60	27,908	24,900	26,400	16,300	17,500	14.7
British Columbia (* D)	85	27,728	26,932	26,884	17,281	17,281	16.3
Brown (*)	57	26,523	23,732	24,492	18,894	20,053	13.5
Calif., Berkeley (*)	138	38,672	36,996	39,108	21,024	22,224	17.8
Calif., Davis (*)	54	37,210	36,996	39,108	21,024	22,224	15.2
Calif., Irvine	35	37,697	34,536	36,522	21,024	22,224	13.6
Calif., Los Angeles	137	37,643	36,875	39,108	21,024	22,224	14.7
Calif., Riverside	32	35,585	32,244	36,504	21,024	22,224	13.7
Calif., San Diego	54	37,209	30,244	36,504	21,024	22,224	12.8
Calif., Santa Barbara	51	40,634	36,996	39,108	21,024	22,224	17.4
Case Western Reserve	25	25,573	24,325	24,603	15,880	16,260	13.7
Chicago	69	27,697	24,080	25,470	15,037	16,000	N/A
Cincinnati (*)	53	27,790	27,222	28,750	16,500	17,500	13.5
Colorado	41	28,578	26,985	28,572	18,000	19,000	14.3
Colorado State	42	28,893	25,950	27,550	18,700	22,000	18.7
Columbia	111	33,318	30,175	31,200	19,000	19,500	13.6

[r]Figures revised from 1984 survey

* - See Footnotes

D - Canadian salaries expressed in U.S. dollars

+ - Individual salaries not reported; number of staff, average and median salaries calculated by Chicago and reported for inclusion

See Tables 22 - 33 for statistics on medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1986	FY 1986	FY 1985r	FY 1986	FY 1985r	FY 1986	FY 1986
Connecticut	52	$ 30,260	$ 26,159	$ 28,739	$ 18,452	$ 18,452	14.6
Cornell (*)	120	29,351	25,890	27,550	16,400	17,000	14.8
Dartmouth	35	26,346	23,950	24,724	16,500	17,500	10.8
Delaware (* +)	32	26,690	22,525	24,750	16,400	17,500	9.9
Duke	70	29,600	26,965	27,274	17,000	17,800	14.8
Emory (*)	37	27,457	22,443	26,000	16,000	17,000	13.9
Florida	74	24,950	20,348	23,060	14,409	18,000	13.6
Florida State (*)	44	23,713	24,039	22,287	14,162	14,720	14.3
Georgetown (*)	37	26,469	24,645	25,481	15,500	17,000	13.5
Georgia	63	24,498	21,398	23,873	15,300	16,500	8.5
Georgia Tech	49	23,563	18,830	21,300	16,500	16,500	11.7
Guelph (D)	35	30,882	28,897	30,838	16,805	17,552	14.7
Harvard (*)	217	28,114	25,438	25,725	17,300	18,165	11.4
Hawaii (*)	61	31,225	28,092	30,084	16,656	20,820	18.2
Houston (*)	41	27,908	24,719	25,726	16,000	16,500	11.0
Howard	64	32,023	26,654	29,213	20,613	20,613	14.2
Illinois (*)	129	27,679	24,350	24,550	16,000	17,500	14.9
Indiana (*)	110	26,157	23,456	24,473	14,700	15,330	12.4
Iowa	58	28,954	25,500	28,158	17,000	17,500	13.9
Iowa State	51	26,970	24,312	23,929	16,500	17,500	14.0
Johns Hopkins (*)	46	26,782	24,278	25,722	16,306	17,121	13.6
Kansas (*)	65	24,511	22,398	23,472	16,000	16,500	13.7

rFigures revised from 1984 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
+ - Director's salary not reported
See Tables 22 - 33 for statistics on medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1986	FY 1986	FY 1985[r]	FY 1986	FY 1985[r]	FY 1986	FY 1986
Kent State	33	$ 31,416	$ 31,710	$ 32,216	$ 18,000	$ 19,556	16.3
Kentucky (*)	51	23,312	21,125	22,522	15,500	16,000	12.7
Laval (D)	72	30,489	N/A	31,139	N/A	17,997	16.2
Louisiana State (*)	49	25,568	25,043	25,085	16,500	16,500	13.0
McGill (* D)	60	28,139	26,292	28,078	16,291	16,660	14.3
McMaster (D)	32	27,164	25,020	27,986	14,512	15,371	14.6
Manitoba (D)	47	28,493	29,830	27,923	15,727	16,041	13.1
Maryland	77	27,900	24,419	26,603	16,479	17,467	12.3
Massachusetts	55	33,905	30,126	33,127	18,500	19,500	16.9
MIT	81	27,911	24,700	26,050	18,000	18,400	11.8
Miami	39	27,077	24,525	26,300	14,000	16,000	18.6
Michigan (*)	93	28,527	25,090	27,074	17,000	18,500	14.1
Michigan State	72	26,499	23,650	25,000	17,000	18,000	13.8
Minnesota	91	31,449	27,394	28,879	19,296	19,320	17.9
Missouri	38	24,050	22,325	24,149	14,400	16,000	13.8
Nebraska	46	25,367	22,748	23,718	17,000	17,000	12.4
New Mexico (*)	41	27,394	25,000	26,989	17,000	18,000	13.0
New York (*)	81	29,391	25,282	26,081	19,000	19,000	11.0
North Carolina (*)	77	26,458	22,557	25,200	16,000	16,500	11.0
North Carolina State	36	27,535	23,550	25,100	16,000	18,000	13.3
Northwestern (*)	83	28,512	23,940	26,470	16,000	18,000	13.4

[r]Figures revised from 1984 survey

* - See Footnotes

D - Canadian salaries expressed in U.S. dollars

See Tables 22 - 33 for statistics on medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1986	FY 1986	FY 1985[r]	FY 1986	FY 1985[r]	FY 1986	FY 1986
Notre Dame	31	28,227	24,000	25,500	15,500	17,000	15.7
Ohio State (*)	103	$ 27,929	$ 26,340	$ 27,480	$ 17,160	$ 18,000	13.1
Oklahoma	29	24,993	21,450	23,641	16,000	17,000	10.3
Oklahoma State (*)	37	24,319	19,716	20,292	15,540	16,800	10.6
Oregon	48	27,451	24,276	25,595	18,000	18,000	14.9
Pennsylvania	79	27,885	25,550	26,725	16,800	17,400	15.2
Pennsylvania State	102	29,646	25,068	27,450	16,800	18,504	14.3
Pittsburgh (*)	59	27,337	24,983	25,537	16,000	16,600	13.4
Princeton	99	29,292	26,200	27,425	17,000	18,500	12.0
Purdue (*)	53	27,525	25,200	25,800	16,000	16,500	14.3
Queen's (* D)	34	25,072	22,985	23,654	14,079	15,573	15.0
Rice	33	25,006	22,190	23,300	17,000	18,000	7.9
Rochester (*)	48	25,796	25,884	24,774	13,650	14,622	14.7
Rutgers (*)	81	37,777	34,295	37,993	19,249	20,668	13.4
Saskatchewan (D)	29	26,272	25,508	26,442	16,483	16,969	12.9
South Carolina	46	26,569	21,460	24,875	16,000	18,800	13.0
Southern California (*)	57	29,613	26,940	28,287	16,000	20,000	15.3
Southern Illinois (*)	49	29,479	24,780	27,240	16,400	17,900	17.7
Stanford (*)	127	37,146	33,220	35,311	21,900	23,500	17.4
SUNY - Albany	47	27,683	25,774	27,386	16,500	16,500	12.7
SUNY - Buffalo (*)	53	28,040	27,851	27,651	16,000	17,000	12.4

[r]Figures revised from 1984 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 - 33 for statistics on medical and law library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1986	FY 1986	FY 1985[r]	FY 1986	FY 1985[r]	FY 1986	FY 1986
SUNY - Stony Brook	38	$ 29,990	$ 28,334	$ 29,621	$ 17,000	$ 18,000	13.7
Syracuse (*)	51	25,402	23,667	24,900	16,000	16,000	13.0
Temple (*)	48	26,491	22,778	25,553	16,000	16,800	14.7
Tennessee	53	25,863	22,966	24,666	16,000	16,500	13.2
Texas (*)	98	27,238	24,170	25,388	16,480	17,000	15.2
Texas A & M (*)	53	24,963	20,801	24,753	16,000	16,500	8.7
Toronto (* D)	140	29,046	26,564	29,397	16,133	16,656	16.3
Tulane (*)	32	24,394	21,666	23,183	16,200	17,000	15.7
Utah	44	25,640	21,180	24,400	16,000	18,000	10.9
Vanderbilt	43	25,531	22,470	23,326	16,000	16,000	12.0
Virginia	65	27,064	23,600	26,050	16,000	17,000	13.9
Virginia Polytechnic	46	25,032	23,800	25,500	16,000	17,600	10.3
Washington	105	25,996	24,756	24,420	17,700	17,700	13.4
Washington State	43	27,025	26,480	26,251	17,500	18,000	13.1
Washington, St. Louis	37	25,075	20,484	22,177	16,716	17,460	10.2
Waterloo	43	27,776	25,233	27,343	15,730	17,402	11.3
Wayne State	35	30,166	29,941	29,155	19,000	19,000	19.1
Western Ontario (D)	43	25,803	23,099	24,980	14,721	16,111	13.9
Wisconsin	90	27,565	22,207	26,044	17,200	18,200	14.3
Yale (*)	111	34,455	28,150	30,650	19,500	21,000	15.3
York (D)	42	31,019	29,098	31,669	14,251	14,963	15.9

[r]Figures revised from 1984 survey
* - See Footnotes
D - Canadian salaries expressed in U.S. dollars
See Tables 22 - 33 for statistics on medical and law library salaries

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1985

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 20,000 and over
2- 19,000-19,999
3- 18,000-18,999
4- 17,000-17,999
5- 16,000-16,999
6- 15,000-15,999
7- below 15,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$21,900
	2	Calif., Berkeley	21,024
	2	Calif., Davis	21,024
	2	Calif., Irvine	21,024
	2	Calif., Los Angeles	21,024
	2	Calif., Riverside	21,024
	2	Calif., San Diego	21,024
	2	Calif., Santa Barbara	21,024
	9	Howard	20,613
2	10	Yale	19,500
	11	Minnesota	19,296
	12	Rutgers	19,249
	13	Columbia	19,000
	13	New York	19,000
	13	Wayne State	19,000
3	16	Brown	18,894
	17	Colorado State	18,700
	18	Massachusetts	18,500
	19	Connecticut	18,452
	20	Alberta	18,012
	21	Colorado	18,000
	21	Kent State	18,000
	21	MIT	18,000
	21	Oregon	18,000
4	25	Washington	17,700
	26	Washington State	17,500
	27	Harvard	17,300
	28	British Columbia	17,281
	29	Arizona	17,200
	29	Wisconsin	17,200
	31	Ohio State	17,160
	32	Boston	17,000
	32	Duke	17,000
	32	Iowa	17,000
	32	Michigan	17,000
	32	Michigan State	17,000
	32	Nebraska	17,000
	32	New Mexico	17,000
	32	Princeton	17,000
	32	Rice	17,000
	32	SUNY - Stony Brook	17,000
5	42	Guelph	16,805
	43	Pennsylvania	16,800
	43	Pennsylvania State	16,800
	45	Washington, St. Louis	16,716
	46	Hawaii	16,656
	47	Cincinnati	16,500
	47	Dartmouth	16,500
	47	Georgia Tech	16,500
	47	Iowa State	16,500
	47	Louisiana State	16,500
	47	SUNY - Albany	16,500
	53	Saskatchewan	16,483
	54	Texas	16,480
	55	Maryland	16,479
	56	Cornell	16,400
	56	Delaware	16,400
	56	Southern Illinois	16,400
	59	Johns Hopkins	16,306
	60	Arizona State	16,300
	60	Brigham Young	16,300
	62	McGill	16,291
	63	Tulane	16,200
	64	Toronto	16,133
	65	Emory	16,000
	65	Houston	16,000
	65	Illinois	16,000
	65	Kansas	16,000
	65	North Carolina	16,000
	65	North Carolina State	16,000
	65	Northwestern	16,000
	65	Oklahoma	16,000
	65	Pittsburgh	16,000
	65	Purdue	16,000
	65	South Carolina	16,000
	65	Southern California	16,000
	65	SUNY - Buffalo	16,000
	65	Syracuse	16,000
	65	Temple	16,000
	65	Tennessee	16,000
	65	Texas A & M	16,000
	65	Utah	16,000
	65	Vanderbilt	16,000
	65	Virginia	16,000
	65	Virginia Polytechnic	16,000
6	86	Case Western Reserve	15,880
	87	Waterloo	15,730
	88	Manitoba	15,727
	89	Oklahoma State	15,540
	90	Georgetown	15,500
	90	Kentucky	15,500
	90	Notre Dame	15,500
	93	Georgia	15,300
	94	Chicago	15,037
	95	Alabama	15,000
7	96	Western Ontario	14,721
	97	Indiana	14,700
	98	McMaster	14,512
	99	Florida	14,409
	100	Missouri	14,400
	101	York	14,251
	102	Florida State	14,162
	103	Queen's	14,079
	104	Miami	14,000
	105	Rochester	13,650

All Canadian salaries and some U.S. salaries revised from 1984 Survey figures.
Canadian salaries expressed in U.S. dollars.
Excludes Laval, which was not a member during this period.
See Tables 22-33 for statistics related to medical and law salaries.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1986

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 21,000 and over
2- 20,000-20,999
3- 19,000-19,999
4- 18,000-18,999
5- 17,000-17,999
6- 16,000-16,999
7- 15,000-15,999
8- below 15,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$ 23,500
	2	Calif., Berkeley	22,224
	2	Calif., Davis	22,224
	2	Calif., Irvine	22,224
	2	Calif., Los Angeles	22,224
	2	Calif., Riverside	22,224
	2	Calif., San Diego	22,224
	2	Calif., Santa Barbara	22,224
	9	Colorado State	22,000
	10	Yale	21,000
2	11	Hawaii	20,820
	12	Rutgers	20,668
	13	Howard	20,613
	14	Brown	20,053
	15	Southern California	20,000
3	16	Kent State	19,556
	17	Columbia	19,500
	17	Massachusetts	19,500
	19	Minnesota	19,320
	20	Colorado	19,000
	20	New York	19,000
	20	Wayne State	19,000
4	23	South Carolina	18,800
	24	Pennsylvania State	18,504
	25	Michigan	18,500
	25	Princeton	18,500
	27	Connecticut	18,452
	28	MIT	18,400
	29	Alberta	18,377
	30	Wisconsin	18,200
	31	Harvard	18,165
	32	Florida	18,000
	32	Michigan State	18,000
	32	New Mexico	18,000
	32	North Carolina State	18,000
	32	Northwestern	18,000
	32	Ohio State	18,000
	32	Oregon	18,000
	32	Rice	18,000
	32	SUNY - Stony Brook	18,000
	32	Utah	18,000
	32	Washington State	18,000
5	43	Laval	17,997
	44	Southern Illinois	17,900
	45	Duke	17,800
	46	Washington	17,700
	47	Virginia Polytechnic	17,600
	48	Guelph	17,552
	49	Brigham Young	17,500
	49	Cincinnati	17,500
	49	Dartmouth	17,500
	49	Delaware	17,500
	49	Illinois	17,500
	49	Iowa	17,500
	49	Iowa State	17,500
	56	Maryland	17,467
	57	Washington, St. Louis	17,460
	58	Waterloo	17,402
	59	Pennsylvania	17,400
	60	British Columbia	17,281
	61	Arizona	17,200
	62	Johns Hopkins	17,121
	63	Boston	17,000
	63	Cornell	17,000
	63	Emory	17,000
	63	Georgetown	15,500
	63	Nebraska	17,000
	63	Notre Dame	17,000
	63	Oklahoma	17,000
	63	SUNY - Buffalo	17,000
	63	Texas	17,000
	63	Tulane	17,000
	63	Virginia	17,000
6	74	Saskatchewan	16,969
	75	Oklahoma State	16,800
	75	Temple	16,800
	77	McGill	16,660
	78	Toronto	16,656
	79	Pittsburgh	16,600
	80	Alabama	16,500
	80	Georgia	16,500
	80	Georgia Tech	16,500
	80	Houston	16,500
	80	Kansas	16,500
	80	Louisiana State	16,500
	80	North Carolina	16,500
	80	Purdue	16,500
	80	SUNY - Albany	16,500
	80	Tennessee	16,500
	80	Texas A & M	16,500
	91	Arizona State	16,300
	92	Case Western Reserve	16,260
	93	Western Ontario	16,111
	94	Manitoba	16,041
	95	Chicago	16,000
	95	Kentucky	16,000
	95	Miami	16,000
	95	Missouri	16,000
	95	Syracuse	16,000
	95	Vanderbilt	16,000
7	101	Queen's	15,573
	102	McMaster	15,371
	103	Indiana	15,330
8	104	York	14,963
	105	Florida State	14,720
	106	Rochester	14,622

Canadian salaries expressed in U.S. dollars.
See Tables 22 - 33 for statistics related to medical and law libraries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1985

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 32,000 and over
2- 30,000-31,999
3- 28,000-29,999
4- 26,000-27,999
5- 25,000-25,999
6- 24,000-24,999
7- 23,000-23,999
8- 22,000-22,999
9- 21,000-21,999
10- below 21,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Berkeley	$ 36,996
	1	Calif., Davis	36,996
	1	Calif., Santa Barbara	36,996
	4	Calif., Los Angeles	36,875
	5	Calif., Irvine	34,536
	6	Rutgers	34,295
	7	Stanford	33,220
	8	Calif., Riverside	32,244
	8	Calif., San Diego	32,244
2	10	Kent State	31,710
	11	Columbia	30,175
	12	Massachusetts	30,126
3	13	Wayne State	29,941
	14	Manitoba	29,830
	15	York	29,098
	16	Guelph	28,897
	17	SUNY - Stony Brook	28,334
	18	Yale	28,150
	19	Hawaii	28,092
	20	Alberta	28,007
4	21	SUNY - Buffalo	27,851
	22	Minnesota	27,394
	23	Cincinnati	27,222
	24	Colorado	26,985
	25	Duke	26,965
	26	Southern California	26,940
	27	British Columbia	26,932
	28	Howard	26,654
	29	Toronto	26,564
	30	Washington State	26,480
	31	Ohio State	26,340
	32	McGill	26,292
	33	Princeton	26,200
	34	Connecticut	26,159
5	35	Colorado State	25,950
	36	Cornell	25,890
	37	Rochester	25,884
	38	SUNY - Albany	25,774
	39	Pennsylvania	25,550
	40	Saskatchewan	25,508
	41	Iowa	25,500
	42	Harvard	25,438
	43	New York	25,282
	44	Waterloo	25,233
	45	Purdue	25,200
	46	Michigan	25,090
	47	Pennsylvania State	25,068
	48	Louisiana State	25,043
	49	McMaster	25,020
	50	New Mexico	25,000
6	51	Pittsburgh	24,983
	52	Houston	24,917
	53	Brigham Young	24,900
	54	Arizona State	24,860
	55	Southern Illinois	24,780
	56	Washington	24,756
	57	MIT	24,700
	58	Georgetown	24,645
	59	Miami	24,525
	60	Maryland	24,419
	61	Illinois	24,350
	62	Case Western Reserve	24,325
	63	Iowa State	24,312
	64	Johns Hopkins	24,278
	65	Oregon	24,276
	66	Texas	24,170
	67	Chicago	24,080
	68	Florida State	24,039
	69	Notre Dame	24,000
7	70	Dartmouth	23,950
	71	Northwestern	23,940
	72	Virginia Polytechnic	23,800
	73	Brown	23,732
	74	Syracuse	23,667
	75	Michigan State	23,650
	76	Virginia	23,600
	77	North Carolina State	23,550
	78	Indiana	23,456
	79	Arizona	23,300
	80	Western Ontario	23,099
8	81	Queen's	22,985
	82	Tennessee	22,966
	83	Temple	22,778
	84	Nebraska	22,748
	85	North Carolina	22,557
	86	Delaware	22,525
	87	Vanderbilt	22,470
	88	Kansas	22,443
	89	Emory	22,398
	90	Missouri	22,325
	91	Wisconsin	22,207
	92	Rice	22,190
9	93	Boston	21,787
	94	Tulane	21,666
	95	South Carolina	21,460
	96	Oklahoma	21,450
	97	Georgia	21,398
	98	Utah	21,180
	99	Alabama	21,153
	100	Kentucky	21,125
10	101	Texas A & M	20,801
	102	Washington, St. Louis	20,484
	103	Florida	20,348
	104	Oklahoma State	19,716
	105	Georgia Tech	18,830

All Canadian salaries and some U.S. salaries revised from 1984 Survey.
Canadian salaries expressed in U.S. dollars.
Excludes Laval, which was not a member during this period.
See Tables 22-33 for statistics related to medical and law salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1986

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 35,000 and over
2- 31,000-34,999
3- 29,000-30,999
4- 28,000-28,999
5- 27,000-27,999
6- 26,000-26,999
7- 25,000-25,999
8- 24,000-24,999
9- 23,000-23,999
10- below 23,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Berkeley	$39,108
	1	Calif., Davis	39,108
	1	Calif., Los Angeles	39,108
	1	Calif., Santa Barbara	39,108
	5	Rutgers	37,993
	6	Calif., Irvine	36,522
	7	Calif., Riverside	36,504
	7	Calif., San Diego	36,504
	9	Stanford	35,311
2	10	Massachusetts	33,127
	11	Kent State	32,216
	12	York	31,669
	13	Columbia	31,200
	14	Laval	31,139
3	15	Guelph	30,838
	16	Yale	30,650
	17	Hawaii	30,084
	18	SUNY - Stony Brook	29,621
	19	Toronto	29,397
	20	Howard	29,213
	21	Wayne State	29,155
	22	Alberta	29,099
4	23	Minnesota	28,879
	24	Cincinnati	28,750
	25	Connecticut	28,739
	26	Colorado	28,572
	27	Southern California	28,287
	28	Iowa	28,158
	29	McGill	28,078
5	30	McMaster	27,986
	31	Manitoba	27,932
	32	SUNY - Buffalo	27,651
	33	Colorado State	27,550
	33	Cornell	27,550
	35	Ohio State	27,480
	36	Pennsylvania State	27,450
	37	Princeton	27,425
	38	SUNY - Albany	27,386
	39	Waterloo	27,343
	40	Duke	27,274
	41	Southern Illinois	27,240
	42	Michigan	27,074
6	43	New Mexico	26,989
	44	British Columbia	26,884
	45	Pennsylvania	26,725
	46	Maryland	26,603
	47	Northwestern	26,470
	48	Saskatchewan	26,442
	49	Brigham Young	26,400
	50	Miami	26,300
	51	Washington State	26,251
	52	New York	26,081
	53	MIT	26,050
	53	Virginia	26,050
	55	Wisconsin	26,044
	56	Emory	26,000
7	57	Purdue	25,800
	58	Houston	25,726
	59	Harvard	25,725
	60	Johns Hopkins	25,722
	61	Oregon	25,595
	62	Temple	25,553
	63	Pittsburgh	25,537
	64	Notre Dame	25,500
	64	Virginia Polytechnic	25,500
	66	Georgetown	25,481
	67	Chicago	25,470
	68	Texas	25,388
	69	North Carolina	25,200
	70	North Carolina State	25,100
	71	Louisiana State	25,085
	72	Michigan State	25,000
8	73	Western Ontario	24,980
	74	Syracuse	24,900
	75	South Carolina	24,875
	76	Rochester	24,774
	77	Texas A & M	24,753
	78	Delaware	24,750
	79	Dartmouth	24,724
	80	Arizona State	24,719
	81	Tennessee	24,666
	82	Case Western Reserve	24,603
	83	Illinois	24,550
	84	Brown	24,492
	85	Indiana	24,473
	86	Washington	24,420
	87	Utah	24,400
	88	Arizona	24,363
	89	Missouri	24,149
9	90	Iowa State	23,929
	91	Georgia	23,873
	92	Nebraska	23,718
	93	Queen's	23,654
	94	Oklahoma	23,641
	95	Kansas	23,472
	96	Vanderbilt	23,326
	97	Boston	23,300
	97	Rice	23,300
	99	Tulane	23,183
	100	Florida	23,060
	101	Alabama	23,037
10	102	Kentucky	22,522
	103	Florida State	22,287
	104	Washington, St. Louis	22,177
	105	Georgia Tech	21,300
	106	Oklahoma State	20,292

See Tables 22 - 33 for statistics related to medical and law libraries.
Canadian salaries expressed in U.S. dollars.

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1982-86

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1982	1983	1984	1985	1986	FY 1982	1983	1984	1985	1986
Alabama	99	100	104	99	101	45	60	70	95	81
Alberta	11	9	11	20	22	17	6	4	20	30
Arizona	50	67	71	79	88	42	47	30	29	62
Arizona State	31	43	51	54	80	19	23	36	60	92
Boston	91	86	76	93	97	91	92	39	32	64
Brigham Young	59	53	50	53	49	81	45	39	60	50
British Columbia	7	6	13	27	44	3	3	14	28	61
Brown	87	91	75	73	84	35	62	18	16	15
Calif., Berkeley	1	1	7	1	1	4	9	13	2	3
Calif., Davis	1	1	1	1	1	4	9	7	2	3
Calif., Irvine	6	7	8	5	6	4	9	7	2	3
Calif., Los Angeles	1	5	4	4	1	4	9	12	2	3
Calif., Riverside	13	25	19	8	7	4	9	7	2	3
Calif., San Diego	1	1	1	8	7	4	9	7	2	3
Calif., Santa Barbara	1	1	3	1	1	4	9	7	2	3
Case Western Reserve	100	93	85	62	82	66	64	54	86	93
Chicago	67	75	79	67	67	65	66	85	94	1
Cincinnati	29	24	37	23	24	79	88	92	47	50
Colorado	26	27	29	24	26	38	36	59	21	21
Colorado State	30	35	32	35	33	28	21	5	17	10
Columbia	20	20	20	11	13	26	19	15	13	18
Connecticut	54	47	31	34	25	66	67	70	19	28
Cornell	66	59	43	36	33	66	62	56	56	64
Dartmouth	63	64	66	70	79	81	47	59	47	50
Delaware	**	**	88	86	78	**	**	96	56	50
Duke	38	55	38	25	40	66	36	30	32	46
Emory	94	94	90	88	56	91	92	70	65	64
Florida	83	88	101	103	100	91	99	104	99	33
Florida State	69	50	70	68	103	101	101	105	102	105
Georgetown	79	83	62	58	66	66	78	70	90	64
Georgia	79	86	64	97	91	58	75	83	93	81
Georgia Tech	**	**	105	105	105	**	**	93	47	81
Guelph	9	8	9	16	15	12	18	22	42	49
Harvard	51	40	34	42	59	35	28	28	27	32
Hawaii	18	13	21	19	17	20	26	37	46	12
Houston	93	52	42	52	58	63	36	59	65	81
Howard	15	17	15	28	20	24	1	2	9	14
Illinois	48	70	57	61	83	66	78	86	65	50
Indiana	95	81	84	78	85	91	67	86	97	103

1985 rankings revised from 1984 Survey based on current reports.

** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1982	1983	1984	1985	1986	FY 1982	1983	1984	1985	1986
Iowa	52	44	67	41	28	21	33	53	32	50
Iowa State	58	37	65	63	90	58	36	59	47	50
Johns Hopkins	77	60	61	64	60	27	55	59	59	63
Kansas	86	85	89	89	95	66	78	70	65	81
Kent State	14	11	12	10	11	15	7	15	21	17
Kentucky	71	78	82	100	102	91	92	70	90	96
Laval	**	**	**	**	14	**	**	**	**	44
Louisiana State	32	40	60	48	71	99	67	86	47	81
McGill	10	13	18	32	29	11	8	21	62	78
McMaster	39	34	48	49	30	80	74	69	98	102
Manitoba	22	20	14	14	31	57	46	58	88	95
Maryland	78	58	74	60	46	66	59	84	55	57
Massachusetts	17	15	17	12	10	81	47	26	18	18
MIT	41	39	46	57	53	33	24	23	21	29
Miami	57	46	41	59	50	45	78	96	104	96
Michigan	76	54	55	46	42	67	37	39	32	26
Michigan State	40	60	44	75	72	34	47	30	32	33
Minnesota	27	39	25	22	23	1	2	3	11	20
Missouri	73	84	94	90	89	91	92	103	100	96
Nebraska	88	96	102	84	92	38	36	30	32	64
New Mexico	45	70	68	50	43	45	28	39	32	33
New York	21	24	27	43	52	13	28	19	13	21
North Carolina	72	95	97	85	69	45	67	70	65	81
North Carolina State	**	**	87	77	70	**	**	86	65	33
Northwestern	68	74	62	71	47	28	47	39	65	33
Notre Dame	79	72	78	69	64	81	92	86	90	64
Ohio State	35	35	30	31	35	42	33	35	31	33
Oklahoma	44	21	44	96	94	45	33	56	65	64
Oklahoma State	96	97	103	104	106	62	76	94	89	76
Oregon	53	66	49	65	61	21	28	39	21	33
Pennsylvania	42	42	40	39	45	38	36	39	43	60
Pennsylvania State	25	33	36	47	36	58	44	38	43	25
Pittsburgh	74	80	80	51	63	78	78	70	65	80
Princeton	45	37	32	33	37	35	36	30	32	26
Purdue	49	42	53	45	57	38	47	59	65	81
Queen's	65	57	52	81	93	90	98	95	103	101
Rice	98	99	99	92	97	44	47	39	32	33
Rochester	24	51	59	37	76	66	89	102	105	106
Rutgers	33	2	6	6	5	25	4	6	12	13

1985 rankings revised from 1984 Survey based on current reports.

** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1982	1983	1984	1985	1986	FY 1982	1983	1984	1985	1986
Saskatchewan	16	17	58	40	48	18	17	20	53	75
South Carolina	75	92	95	95	75	66	92	96	65	24
Southern California	28	31	28	26	27	45	36	39	65	16
Southern Illinois	37	68	56	55	41	45	64	59	56	45
Stanford	8	16	5	7	9	2	5	1	1	2
SUNY - Albany	62	79	69	38	38	66	67	39	47	81
SUNY - Buffalo	60	47	35	21	32	66	78	70	65	64
SUNY - Stony Brook	64	23	24	17	18	81	67	39	32	33
Syracuse	82	73	73	74	74	81	78	70	65	96
Temple	56	69	81	83	62	99	100	101	65	76
Tennessee	89	90	98	82	81	45	78	96	65	81
Texas	61	65	72	66	68	28	28	39	54	64
Texas A & M	47	19	77	101	77	32	91	59	65	81
Toronto	23	27	16	29	19	61	27	29	64	79
Tulane	101	101	96	94	99	91	78	39	63	64
Utah	84	77	92	98	87	81	78	96	65	33
Vanderbilt	92	89	91	87	96	98	90	70	65	96
Virginia	70	76	83	76	53	45	55	70	65	64
Virginia Polytechnic	90	60	86	72	64	45	55	68	65	48
Washington	43	59	54	56	86	13	21	26	25	47
Washington State	36	50	39	30	51	21	24	23	26	33
Washington, St. Louis	97	98	100	102	104	64	61	55	45	58
Waterloo	**	**	23	44	39	**	**	52	87	59
Wayne State	19	22	26	13	21	45	58	70	13	21
Western Ontario	55	49	47	80	73	56	54	67	96	94
Wisconsin	85	82	93	91	55	16	16	23	29	31
Yale	34	30	22	18	16	28	20	15	10	11
York	12	11	10	15	12	89	77	91	101	104

1985 rankings revised from 1984 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES (INCLUDES LAW AND MEDICINE)[1]

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); all of which have been converted using July 1976 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS* Index	Actual CPI	Adjusted CPI
1986	105	7,543	27,485	17,500	196.3	175.0	322.8	198.9
1985	104	7,161	26,100	16,500	186.4	165.0	311.7	192.1
1984	103	7,039	24,940	15,778	178.1	157.8	299.3	184.4
1983	100	6,898	23,500	15,000	167.9	150.0	292.2	180.0
1982	100	6,894	21,727	14,200	155.2	142.0	274.4	169.1
1981	98	6,581	20,987	13,000	149.9	130.0	247.8	152.7
1980	97	6,731	18,910	12,000	135.1	120.0	218.9	134.9
1979	94	6,756	17,896	11,450	127.8	114.5	196.7	121.2
1978	94	6,689	16,000	11,000	114.3	110.0	182.6	112.5
1977	92	6,577	15,000	10,500	107.1	105.0	171.1	105.4
1976	94	6,522	14,000	10,000	100	100	162.3	100

1 - Excludes Chicago
* - Beginning Professional salary
Note: Canadian salaries converted to U.S. dollars.

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1986[1]

		NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	SALARY INTERVALS	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01.	$100,000 or more	2									2								
02.	95,000-99,999	1									1								
03.	90,000-94,999	4									4								
04.	85,000-89,999	4									4								
05.	80,000-84,999	5									5								
06.	75,000-79,999	8									8								
07.	70,000-74,999	13	2			2			1		13	2							
08.	65,000-69,999	19	2			1			2		19	2							
09.	60,000-64,999	16	13	2		2	1		1		16	10	1						
10.	55,000-59,999	14	15	9		3	2		8	1	14	12	4		1			1	
11.	50,000-54,999	9	14	18		8	6	3	14	2	9	11	9		1	1	1	1	
12.																			
13.	48,000-49,999	2	12	11		1	4	2	5		2	9	5			1			
14.	46,000-47,999	2	13	16		4	3		12	1	2	10	8		1			1	
15.	44,000-45,999		14	21		10	18	6	40	31		11	10		2	3	1	3	1
16.	42,000-43,999	1	9	20		12	6	12	23	6	1	7	9		2	1	3	2	
17.	40,000-41,999		11	29		27	22	8	67	33		9	14		5	3	2	5	1
18.	38,000-39,999		8	30		30	20	12	72	88		6	14		6	3	3	5	3
19.	36,000-37,999		8	27		42	30	20	99	48		6	13		8	4	4	7	2
20.	34,000-35,999		3	10		44	36	25	106	69		2	5		8	5	6	8	2
21.	32,000-33,999		1	10		59	44	33	157	88		1	5		11	6	7	11	3
22.	30,000-31,999		1	6		54	77	40	176	201		1	3		10	11	9	13	7
23.																			
24.	29,000-29,999			1		30	39	23	76	116					6	6	5	6	4
25.	28,000-28,999			1		31	36	18	98	156					6	5	4	7	5
26.	27,000-27,999					29	43	29	66	171					5	6	6	5	6
27.	26,000-26,999					25	39	23	71	197					5	6	5	5	6
28.	25,000-25,999					33	43	39	60	198					6	6	9	4	6
29.	24,000-24,999					21	42	29	60	204					4	6	6	4	7
30.	23,000-23,999					17	32	20	44	252					3	5	4	3	8
31.	22,000-22,999					14	42	24	29	196					3	6	5	2	6
32.	21,000-21,999					10	24	28	36	206					2	4	6	3	7
33.	20,000-20,999					13	20	18	15	178					2	3	4	1	6
34.	19,000-19,999					8	21	16	14	194					1	3	4	1	6
35.	18,000-18,999		1			5	13	12	10	193		1			1	2	3	1	6
36.	17,000-17,999					1	12	9	4	133						2	2		4
37.	16,000-16,999						6	2		71						1			2
38.	15,000-15,999						1			20									1
39.	14,000-14,999									3									
40.	13,999 or less									9									
41.	TOTAL	100	127	211		536	682	451	1366	3065	100	100	100		100	100	100	100	100

[1] Excludes Chicago. See Tables 22-33 for statistics related to medical and law library salaries.

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1986[1]

	MEN ONLY									WOMEN ONLY								
SALARY INTERVALS	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $100,000 or more																		
02. 95,000-99,999																		
03. 90,000-94,999																		
04. 85,000-89,999																		
05. 80,000-84,999																		
06. 75,000-79,999																		
07. 70,000-74,999		2			1			1						1				
08. 65,000-69,999		1						2			1			1				
09. 60,000-64,999		5	1		1	1		1			8	1		1				
10. 55,000-59,999		8	6			2		8	1		7	3		3				
11. 50,000-54,999		6	10		6	5	1	9	1		8	8		2	1	2	5	1
12.																		
13. 48,000-49,999		7	4		1	2	1	4			5	7			2	1	1	
14. 46,000-47,999		8	12		4	2		10	1		5	4			1		2	
15. 44,000-45,999		8	13		5	14	3	21	13		6	8		5	4	3	19	18
16. 42,000-43,999		5	5		10	4	6	12	2		4	15		2	2	6	11	4
17. 40,000-41,999		4	16		11	15	1	39	12		7	13		16	7	7	28	21
18. 38,000-39,999		4	12		12	9	7	28	29		4	18		18	11	5	44	59
19. 36,000-37,999		2	11		18	20	10	49	20		6	16		24	10	10	50	28
20. 34,000-35,999		1	6		23	16	16	46	30		2	4		21	20	9	60	39
21. 32,000-33,999			6		25	27	15	57	28		1	4		34	17	18	100	60
22. 30,000-31,999		1	4		12	41	16	74	62			2		42	36	24	102	139
23.																		
24. 29,000-29,999					6	16	14	18	33			1		24	23	9	58	83
25. 28,000-28,999			1		10	11	12	37	51					21	25	6	61	105
26. 27,000-27,999					9	22	15	26	46					20	21	14	40	125
27. 26,000-26,999					5	21	11	25	57					20	18	12	46	140
28. 25,000-25,999					12	27	15	23	52					21	16	24	37	146
29. 24,000-24,999					8	13	14	24	68					13	29	15	36	136
30. 23,000-23,999					7	12	6	14	73					10	20	14	30	179
31. 22,000-22,999					3	17	11	9	54					11	25	13	20	142
32. 21,000-21,999					1	6	7	12	60					9	18	21	24	146
33. 20,000-20,999					1	6	4	5	43					12	14	14	10	135
34. 19,000-19,999					1	3	3	4	49					7	18	13	10	145
35. 18,000-18,999					1	5	3	3	53		1			4	8	9	7	140
36. 17,000-17,999						3	4	2	26					1	9	5	2	107
37. 16,000-16,999						3	2		23						3			48
38. 15,000-15,999									5						1			15
39. 14,000-14,999									1									2
40. 13,999 or less									2									7
41. TOTAL		62	107		193	323	197	563	895		65	104		343	359	254	803	2170

[1] Excludes Chicago. See Tables 22-33 for statistics related to medical and law libraries.

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1986[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	100	77	23	$67,839	$68,219	$66,566
2. Associate Director	127	62	65	48,169	48,923	47,450
3. Assistant Director	211	107	104	42,364	42,772	41,944
4. Branch Head	536	193	343	30,032	34,122	30,856
5. Subject Specialist	682	323	359	29,119	30,840	27,570
6. Functional Specialist	451	197	254	28,270	29,143	27,593
7. Dept. Head: Reference	111	44	67	32,801	32,182	33,207
8. Cataloging	110	32	78	34,150	35,085	33,767
9. Acquisition	101	33	68	32,729	33,470	32,370
10. Serials	62	14	48	31,786	31,827	31,774
11. Doc./Maps	115	46	69	30,149	30,200	30,115
12. Circulation	91	40	51	28,675	28,833	28,550
13. Spec. Coll'n.	102	69	33	34,858	37,061	30,252
14. Computer	46	35	11	38,731	39,892	35,037
15. Other	628	250	378	31,086	32,948	29,855
16. Reference: Over 15 yrs. exp.	381	121	260	29,230	29,711	29,006
17. 10 - 15 yrs. exp.	229	67	162	26,481	26,402	26,513
18. 5 - 10 yrs. exp.	267	92	175	23,313	23,238	23,353
19. Under 5 yrs. exp.	259	76	183	19,716	19,736	19,708
20. Catalog: Over 15 yrs. exp.	461	132	329	28,872	29,431	28,648
21. 10 - 15 yrs. exp.	185	57	128	25,855	26,811	25,429
22. 5 - 10 yrs. exp.	225	62	163	22,762	23,132	22,621
23. Under 5 yrs. exp.	237	50	187	19,329	19,632	19,249
24. Other: Over 15 yrs. exp.	280	80	200	30,614	33,197	29,581
25. 10 - 15 yrs. exp.	151	48	103	26,972	27,561	26,698
26. 5 - 10 yrs. exp.	173	48	125	23,887	25,227	23,372
27. Under 5 yrs. exp.	217	62	155	19,995	19,886	20,038
ALL POSITIONS	6,538	2,417	4,121	$29,470	$31,952	$28,014

1 Excludes Chicago. See Tables 22-33 for statistics related to medical and law library salaries.

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1986[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	2	2	0	$ *	$ *	$
2. Associate Director	8	3	5	54,089	*	*
3. Assistant Director	8	3	5	40,811	*	*
4. Branch Head	42	13	29	34,749	35,747	34,301
5. Subject Specialist	84	40	44	30,611	33,501	27,985
6. Functional Specialist	30	9	21	28,276	28,605	28,135
7. Dept. Head:Reference	3	0	3	*		*
8. Cataloging	10	3	7	35,704	*	*
9. Acquisition	3	0	3	*		*
10. Serials	5	1	4	36,859	*	*
11. Doc./Maps	2	2	0	*	*	
12. Circulation	1	0	1	*		*
13. Spec. Coll'n.	2	1	1	*	*	*
14. Computer	0					
15. Other	53	23	30	31,722	34,545	29,647
16. Reference:Over 15 yrs. exp.	40	13	27	29,507	29,755	29,387
17. 10 - 15 yrs. exp.	20	5	15	29,313	29,092	29,386
18. 5 - 10 yrs. exp.	30	10	20	24,588	24,249	24,758
19. Under 5 yrs. exp.	22	4	18	20,112	20,518	20,022
20. Catalog: Over 15 yrs. exp.	86	25	61	27,745	28,572	27,406
21. 10 - 15 yrs. exp.	22	6	16	24,666	26,108	24,125
22 5 - 10 yrs. exp.	27	4	23	22,989	23,949	22,822
23 Under 5 yrs. exp.	20	4	16	19,515	21,060	19,129
24. Other: Over 15 yrs. exp.	35	11	24	31,737	35,063	30,212
25. 10 - 15 yrs. exp.	15	2	13	27,774	*	*
26. 5 - 10 yrs. exp.	7	2	5	22,914	*	*
27. Under 5 yrs. exp.	18	5	13	20,049	19,021	20,444
ALL POSITIONS	595	191	404	$29,084	$31,492	$27,946

1 Excludes Chicago and all Canadian libraries. See Tables 22-33 for statistics related to medical and law library salaries.

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1986[1]

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	100	77	23	23.7	25.2	19.2
2. Associate Director	127	62	65	19.2	19.9	18.6
3. Assistant Director	211	107	104	18.1	18.5	17.7
4. Branch Head	536	193	343	11.1	11.8	10.5
5. Subject Specialist	682	323	359	14.6	15.2	13.9
6. Functional Specialist	451	197	254	11.1	11.8	10.5
7. Dept. Head: Acquisitions	101	33	68	15.6	14.8	16.0
8. Reference	111	44	67	17.0	16.4	16.9
9. Cataloging	110	32	78	17.5	16.8	17.8
10. Serials	62	14	48	16.2	15.3	16.5
11. Doc./Maps	115	46	69	16.3	15.2	17.0
12. Circulation	91	40	51	11.4	12.5	10.6
13. Spec. Coll'n.	102	69	33	18.7	19.6	16.7
14. Computer	46	35	11	13.8	14.6	11.2
15. Other	628	250	378	15.2	16.1	14.6
16. Reference	1136	356	780	11.6	11.9	11.4
20. Cataloging	1108	301	807	12.9	13.6	12.6
24. Other	821	238	583	11.7	11.8	11.6
ALL POSITIONS	6,538	2,417	4,121	13.8 yrs	18.8 yrs	13.3 yrs

1 Excludes Chicago. See Tables 22-33 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE EXPERIENCE OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1986[1]

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	2	2	0	24.5	24.5	
2. Associate Director	8	3	5	20.3	15.7	23.0
3. Assistant Director	8	3	5	15.1	18.7	13.0
4. Branch Head	42	13	29	18.1	18.0	18.2
5. Subject Specialist	84	40	44	15.1	15.4	14.9
6. Functional Specialist	30	9	21	11.5	12.3	11.1
7. Dept. Head: Reference	3	0	3	10.3		10.3
8. Cataloging	10	3	7	23.1	22.0	23.6
9. Acquisition	3	0	3	21.0		21.0
10. Serials	5	1	4	17.6	16.0	18.0
11. Doc./Maps	2	2	0	25.5	25.5	
12. Circulation	1	0	1	11.0		11.0
13. Spec. Coll'n.	2	1	1	19.5	18.0	21.0
14. Computer	0	0	0			
15. Other	53	23	30	15.3	16.4	14.4
16. Reference	112	32	80	11.7	13.5	11.0
20. Catalog	155	39	116	14.4	15.1	14.1
24. Other	75	20	55	13.7	15.7	12.6
ALL POSITIONS	595	191	404	13.4 yrs	13.2 yrs	13.8 yrs

1 Excludes Chicago and all Canadian libraries. See Tables 22-33 for statistics related to medical and law library salaries.

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1986[1]

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	765	231	534	11.7	$19,831	$20,341	$19,608
2. 4 - 7 yrs. exp.	964	303	661	14.7	23,473	24,551	23,001
3. 8 - 11 yrs. exp.	1,082	415	667	16.5	27,439	28,571	26,738
4. 12 - 15 yrs. exp.	1,169	433	736	17.9	30,843	31,636	30,379
5. 16 - 19 yrs. exp.	1,061	381	680	16.2	33,100	34,973	32,057
6. 20 - 23 yrs. exp.	621	277	344	9.5	35,122	37,039	33,527
7. 24 - 27 yrs. exp.	364	164	200	5.6	35,612	39,917	31,963
8. 28 - 31 yrs. exp.	240	97	143	3.7	37,702	44,254	33,101
9. 32 - 35 yrs. exp.	158	77	81	2.4	37,440	41,639	33,023
10. Over 35 yrs. exp.	114	39	75	1.7	38,193	44,525	34,901
ALL POSITIONS	6,538	2,417	4,121		$29,470	$31,952	$28,014

1 Excludes Chicago. See Tables 22-33 for statistics related to medical and law library salaries.
Canadian salaries converted to U.S. dollars.

TABLE 18: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1986[1]

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	59	15	44	9.9	$20,058	$22,172	$19,337
2. 4 - 7 yrs. exp.	74	20	54	12.4	22,793	23,653	22,474
3. 8 - 11 yrs. exp.	88	27	61	14.8	26,623	27,307	26,343
4. 12 - 15 yrs. exp.	105	29	76	17.6	30,793	32,988	29,956
5. 16 - 19 yrs. exp.	114	41	73	19.2	30,945	32,516	30,063
6. 20 - 23 yrs. exp.	71	29	42	11.9	33,866	36,539	32,020
7. 24 - 27 yrs. exp.	47	18	29	7.9	32,756	34,909	31,419
8. 28 - 31 yrs. exp.	26	10	16	4.4	36,678	39,467	34,918
9. 32 - 35 yrs. exp.	8	2	6	1.3	37,403	*	*
10. Over 35 yrs. exp.	3		3	.5	*		*
ALL POSITIONS	595	191	404	100	$29,084	$31,492	$27,946

1 Excludes Chicago and all Canadian libraries. See Tables 22-33 for statistics related to medical and law library salaries.

* Salary information is not published when fewer than four individuals are involved.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1986[1]

POSITION	ALL COMBINED (105)[2]		PUBLIC (63)		PRIVATE (29)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	100	$ 67,839	60	$ 66,969	27	$ 77,170
2. Associate Director	127	48,169	68	48,655	41	50,535
3. Assistant Director	211	42,364	127	42,343	66	43,428
4. Branch Head	536	32,032	316	31,234	159	34,126
5. Subject Specialist	682	29,119	408	28,993	210	29,371
6. Functional Specialist	451	28,270	235	28,881	170	27,294
7. Dept. Head:Reference	111	32,801	63	32,888	34	32,689
8. Cataloging	110	34,150	58	34,182	41	34,373
9. Acquisition	101	32,729	58	33,288	30	31,724
10. Serials	62	31,786	34	32,658	22	31,709
11. Doc./Maps	115	30,149	69	30,432	29	28,835
12. Circulation	91	28,675	51	29,575	31	26,754
13. Spec. Coll'n.	102	34,858	59	36,072	32	33,923
14. Computer	46	38,731	26	37,908	16	39,828
15. Other	628	31,086	350	31,174	218	31,368
16 Reference:Over 15 yrs. exp.	381	29,230	265	29,477	69	28,485
17 10 - 15 yrs. exp.	229	26,481	131	26,563	60	27,014
18 5 - 10 yrs. exp.	267	23,313	164	23,514	65	23,388
19 Under 5 yrs. exp.	259	19,716	190	19,569	50	20,506
20 Catalog: Over 15 yrs. exp.	461	28,872	234	29,418	163	28,138
21 10 - 15 yrs. exp.	185	25,855	96	25,240	60	26,896
22 5 - 10 yrs. exp.	225	22,762	119	21,869	85	23,725
23 Under 5 yrs. exp.	237	19,329	132	18,717	94	20,344
24. Other:Over 15 yrs. exper.	280	30,614	183	31,622	53	27,176
25. 10 - 15 yrs. exper.	151	26,972	87	26,915	43	26,681
26. 5 - 10 yrs. exper.	173	23,887	103	24,667	56	22,811
27. Under 5 yrs. exper.	217	19,995	125	19,855	71	20,480
ALL POSITIONS	6,538	$29,470	3,811	$29,471	1,995	$29,702

[1] Excludes Chicago. See Tables 22-33 for statistics on medical and law library salaries.
[2] Includes 13 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 21.
( ) Number of ARL libraries included

TABLE 20: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1986[1]

POSITION	Staff Over 124 (6)		Staff 75-124 (20)		Staff 50-74 (31)		Staff 1-49 (48)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	6	$80,515	19	$81,066	28	$66,137	47	$61,887
2. Associate Director	15	52,930	35	51,828	32	48,426	45	43,555
3. Assistant Director	13	44,339	59	46,343	57	42,663	82	38,979
4. Branch Head	83	36,753	197	32,132	127	31,877	129	28,994
5. Subject Specialist	146	30,412	202	30,453	204	28,761	130	26,153
6. Functional Specialist	79	29,569	152	28,990	106	27,934	114	26,723
7. Dept. Head:Reference	8	36,992	24	34,683	35	32,860	44	30,964
8. Cataloging	11	39,877	24	35,113	30	34,781	45	31,817
9. Acquisition	11	37,943	19	32,861	29	32,550	42	31,428
10. Serials	5	36,319	16	33,230	17	31,750	24	29,904
11. Doc./Maps	10	38,413	25	28,613	33	31,619	47	28,176
12. Circulation	15	27,652	20	29,978	22	29,564	34	27,784
13. Spec. Coll'n.	11	33,957	26	36,724	28	35,715	37	33,167
14. Computer	5	50,494	11	44,202	14	36,651	16	33,114
15. Other	73	37,610	210	31,161	180	30,310	165	28,952
16. Reference:Over 15 yrs.exp.	43	33,215	105	28,444	124	29,931	109	27,618
17. 10 - 15 yrs.exp.	25	29,349	75	25,775	61	27,041	68	25,702
18. 5 - 10 yrs.exp.	24	26,631	86	23,134	69	23,129	88	22,729
19. Under 5 yrs.exp.	24	22,371	60	20,419	66	19,166	109	19,079
20. Catalog: Over 15 yrs.exp.	81	34,418	118	27,092	129	29,433	133	26,530
21. 10 - 15 yrs.exp.	24	31,123	48	25,103	57	25,688	56	24,411
22. 5 - 10 yrs.exp.	29	24,167	75	23,243	62	22,470	59	21,766
23. Under 5 yrs.exp.	26	20,902	73	20,022	69	18,648	69	18,686
24. Other:Over 15 yrs. exp.	81	35,501	62	28,672	76	29,097	61	27,989
25. 10 - 15 yrs. exp.	25	31,731	36	25,879	51	26,079	39	26,098
26. 5 - 10 yrs. exp.	28	27,460	37	24,209	59	23,135	49	22,507
27. Under 5 yrs. exp.	25	22,897	63	20,198	71	19,640	58	19,003
ALL POSITIONS	926	$32,734	1,877	$29,687	1,836	$29,147	1,899	$27,974

1 Excludes Chicago. See Tables 22 - 33 for statistics on medical and law library salaries.
( ) Number of ARL libraries included
* Salary information is not published when fewer than 4 individuals are involved.
Canadian salaries converted to U.S. dollars

TABLE 21: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1986[1]

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST		CANADA
	New England (8)	Middle Atlantic (14)	East N.Central (14)[1]	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)
1. Director	$76,052	$79,504	$71,068	$66,571	$67,133	$60,841	$62,916	$64,193	$73,446	$52,471
2. Associate Director	47,765	54,175	46,417	*	47,528	41,438	43,860	47,181	57,362	40,944
3. Assistant Director	48,798	44,181	42,420	43,658	40,198	*	39,794	38,284	47,864	38,608
4. Branch Head	37,688	33,099	31,305	26,748	30,257	27,920	27,527	29,027	35,956	30,709
5. Subject Specialist	30,425	30,866	26,666	26,813	26,717	23,112	22,805	28,285	36,562	29,091
6. Functional Specialist	27,825	29,197	26,407	30,703	27,125	23,470	25,995	26,724	33,089	28,756
7. Dept. Head: Reference	34,550	34,539	29,885	32,574	32,348	32,770	32,748	28,425	36,612	32,679
8. Cataloging	33,708	32,977	32,883	31,145	35,624	31,022	31,978	33,281	40,112	33,155
9 Acquisition	36,057	29,823	32,224	31,092	32,534	26,713	28,856	30,614	38,738	32,554
10. Serials	30,181	32,330	32,358	30,769	32,347	*	30,900	30,117	37,914	27,125
11. Doc./Maps	33,372	28,733	27,728	27,746	28,020	*	25,776	28,707	38,603	29,905
12. Circulation	24,432	28,521	31,374	28,203	27,490	27,014	28,168	27,230	34,598	30,187
13. Spec. Coll'n.	35,613	35,915	37,618	34,700	31,128	35,216	33,444	28,924	40,476	31,068
14. Computer	43,386	37,799	44,965	*	33,212	*	*	*	43,761	39,690
15. Other Depts.	32,064	32,072	29,541	28,267	29,031	26,434	28,205	27,885	37,804	29,553
16. Reference: Over 15 yrs.exp.	29,411	29,530	27,039	27,790	26,593	25,796	27,179	27,976	34,701	28,932
17. 10 - 15 yrs.exp.	27,562	27,115	24,185	25,582	25,272	*	24,156	23,926	30,363	25,354
18. 5 - 10 yrs.exp.	23,749	23,903	22,440	21,771	21,968	21,485	20,717	22,811	27,994	22,322
19. Under 5 yrs.exp.	20,256	20,768	19,595	17,436	19,135	18,233	18,427	19,091	23,072	19,110
20. Catalog: Over 15 yrs.exp.	29,201	27,463	26,362	27,010	25,782	24,282	25,333	25,886	35,659	28,744
21. 10 - 15 yrs.exp.	27,565	26,192	23,186	25,170	24,472	*	23,330	25,255	31,108	25,735
22. 5 - 10 yrs.exp	23,477	23,895	23,359	20,908	21,477	19,989	20,691	21,672	26,255	23,919
23. Under 5 yrs.exp.	20,382	19,607	19,678	18,585	18,571	17,676	17,964	18,150	21,490	18,012
24. Other: Over 15 yrs. exp.	28,798	30,709	25,589	28,002	25,321	23,487	29,161	27,016	37,596	30,562
25. 10 - 15 yrs. exp.	26,848	25,718	23,839	25,795	25,097	*	25,166	26,269	30,620	27,802
26. 5 - 10 yrs. exp.	23,755	22,394	23,475	24,783	21,065	21,800	24,416	23,667	29,038	22,444
27. Under 5 yrs. exp.	21,914	19,782	18,509	18,933	18,952	19,849	18,042	18,813	23,525	19,189
ALL POSITIONS: AVER. SALARY	$29,721	$30,151	$28,487	$27,974	$27,470	$25,614	$26,663	$27,642	$35,113	$28,826
: NO. OF STAFF	691	1,017	959	386	903	183	372	352	943	732

[1] Excludes Chicago. See Tables 22-33 for statistics on medical and law library salaries.

( ) Number of ARL libraries included

* Salary information is not published when fewer than 4 individuals are involved.

Canadian salaries expressed in U.S. dollars

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES/PROVINCES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Massachusetts; Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Ill.; Ind.; Kent State; Mich.; Mich. State; Notre Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wis.	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Fla. State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; N.C. State; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	U. of Calif.: Berkeley, Davis, Irvine, Los Angeles Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western; Ontario; York	Alta., Br. Col., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

( ) Number of ARL libraries included.

TABLE 22: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES, AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 1986

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YEARS EXPERIENCE
Alabama		$ *	$ *	$16,500	9.0
Alberta (D)	5	22,106	22,237	18,377	5.0
Arizona	15	25,719	27,240	18,000	11.4
Boston	4	*	*	17,000	10.3
British Columbia (D)	17	24,871	24,651	17,281	14.5
Calif., Davis	8	37,467	35,292	22,224	13.1
Calif., Irvine	9	38,700	37,806	22,224	17.8
Calif., Los Angeles	19	36,574	34,080	22,224	12.8
Calif., San Diego	9	36,684	35,490	22,224	16.3
Case Western Reserve	24	23,628	21,009	16,260	10.5
Columbia	13	30,929	29,500	19,500	12.5
Connecticut	11	26,963	25,738	18,300	9.7
Dartmouth	5	21,580	21,811	17,500	10.8
Duke	16	26,427	23,300	17,800	14.2
Emory	12	24,564	23,750	17,000	15.2
Florida	11	22,438	21,818	17,000	10.7
Georgetown	16	27,005	25,000	18,000	7.4
Harvard	21	26,668	23,465	18,165	10.6
Howard	8	32,418	34,878	20,613	13.6
Iowa	8	27,254	26,955	17,500	14.5
Johns Hopkins	16	28,825	27,314	18,263	7.5
Kansas	9	20,836	21,214	17,000	10.3
Kentucky	10	23,830	22,615	16,000	15.7
McGill (D)	7	25,782	23,332	16,660	12.7
McMaster (D)	8	23,826	22,317	15,371	8.4
Manitoba (D)	5	24,588	25,248	16,041	16.4
Miami	9	29,735	29,742	24,000	20.1
Michigan	9	25,571	23,399	18,500	13.0
Minnesota	11	29,150	28,057	19,320	15.5
Missouri	6	19,748	16,450	16,000	10.3
Nebraska	17	21,605	22,328	16,500	9.9
New York	8	28,458	25,602	19,000	16.5
North Carolina State	1	*	*	18,000	15.0
Northwestern	9	23,177	21,103	18,000	8.4
Ohio State	11	22,788	21,180	18,000	5.5
Oklahoma	8	23,608	22,563	18,000	11.3
Pennsylvania	10	25,172	26,250	17,400	12.8
Pennsylvania State	5	23,052	22,152	18,504	9.0
Pittsburgh	17	23,218	23,583	16,600	16.4
Queen's (D)	4	*	*	15,573	23.0
Rochester	9	21,295	21,196	14,622	11.3
Rutgers	13	36,721	37,368	20,668	12.5
Saskatchewan (D)	2	*	*	16,969	4.0
Stanford	9	32,737	29,996	23,500	13.0
SUNY - Buffalo	11	27,063	26,587	17,000	11.3
Toronto (D)	10	26,721	26,219	16,656	16.9
Tulane	7	21,117	19,650	17,000	12.9
Vanderbilt	11	25,042	24,400	16,000	11.6
Virginia	9	26,738	24,400	17,000	8.4
Washington	16	25,782	25,644	17,700	13.6
Washington, St. Louis	17	23,926	23,084	16,000	12.3
Wayne State	6	32,235	28,478	19,000	17.5
Western Ontario (D)	6	25,381	26,074	16,111	17.3
Wisconsin	18	25,840	25,262	18,200	14.2
Yale	10	26,917	24,300	21,000	9.8

* Salary information is not published for fewer than 4 individuals, and the salary of the Director is not included in either average or median salary statistic.

D - Canadian salaries expressed in U.S. dollars.

TABLE 23: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1986

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 23,000 and over
2- 22,000-22,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
7- 17,000-17,999
8- 16,000-16,999
9- below 16,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Miami	$24,000
	2	Stanford	23,500
2	3	Calif., Davis	22,224
	3	Calif., Irvine	22,224
	3	Calif., Los Angeles	22,224
	3	Calif., San Diego	22,224
3	7	Yale	21,000
4	8	Rutgers	20,668
	9	Howard	20,613
5	10	Columbia	19,500
	11	Minnesota	19,320
	12	New York	19,000
	12	Wayne State	19,000
6	14	Pennsylvania State	18,504
	15	Michigan	18,500
	16	Alberta	18,377
	17	Connecticut	18,300
	18	Johns Hopkins	18,263
	19	Wisconsin	18,200
	20	Harvard	18,165
	21	Arizona	18,000
	21	Georgetown	18,000
	21	North Carolina State	18,000
	21	Northwestern	18,000
	21	Ohio State	18,000
	21	Oklahoma	18,000
7	27	Duke	17,800
	28	Washington	17,700
	29	Dartmouth	17,500
	29	Iowa	17,500
	31	Pennsylvania	17,400
	32	British Columbia	17,281
	33	Boston	17,000
	33	Emory	17,000
	33	Florida	17,000
	33	Kansas	17,000
	33	SUNY - Buffalo	17,000
	33	Tulane	17,000
	33	Virginia	17,000
8	40	Saskatchewan	16,969
	41	McGill	16,660
	42	Toronto	16,656
	43	Pittsburgh	16,600
	44	Alabama	16,500
	44	Nebraska	16,500
	46	Case Western Reserve	16,260
	47	Western Ontario	16,111
	48	Manitoba	16,041
	49	Kentucky	16,000
	49	Missouri	16,000
	49	Vanderbilt	16,000
	49	Washington, St. Louis	16,000
9	53	Queen's	15,573
	54	McMaster	15,371
	55	Rochester	14,622

Canadian salaries expressed in U.S. dollars.

TABLE 24: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1986

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 34,000 and over
2- 28,000-33,999
3- 27,000-27,999
4- 26,000-26,999
5- 25,000-25,999
6- 24,000-25,999
7- 23,000-23,999
8- 22,000-22,999
9- 21,000-21,999
10- below 21,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Irvine	37,806
	2	Rutgers	37,386
	3	Calif., San Diego	35,490
	4	Calif., Davis	35,292
	5	Howard	34,878
	6	Calif., Los Angeles	34,080
2	7	Stanford	29,996
	8	Miami	29,742
	9	Columbia	29,500
	10	Wayne State	28,478
	11	Minnesota	28,057
3	12	Johns Hopkins	27,314
	13	Arizona	27,240
4	14	Iowa	26,955
	15	SUNY - Buffalo	26,587
	16	Pennsylvania	26,250
	17	Toronto	26,219
	18	Western Ontario	26,074
5	19	Connecticut	25,738
	20	Washington	25,644
	21	New York	25,602
	22	Wisconsin	25,262
	23	Manitoba	25,248
	24	Georgetown	25,000
6	25	British Columbia	24,651
	26	Vanderbilt	24,400
	26	Virginia	24,400
	28	Yale	24,300
7	29	Emory	23,750
	30	Pittsburgh	23,583
	31	Harvard	23,465
	32	Michigan	23,399
	33	McGill	23,332
	34	Duke	23,300
	35	Washington, St. Louis	23,084
8	36	Kentucky	22,615
	37	Oklahoma	22,563
	38	Nebraska	22,328
	39	McMaster	22,317
	40	Alberta	22,237
	41	Pennsylvania State	22,152
9	42	Florida	21,818
	43	Dartmouth	21,811
	44	Kansas	21,214
	45	Rochester	21,196
	46	Ohio State	21,180
	47	Northwestern	21,103
	48	Case Western Reserve	21,009
10	49	Tulane	19,650
	50	Missouri	16,450

The following university medical libraries have too few staff to permit reporting/ranking:
Alabama, Boston, North Carolina State, Queen's, and Saskatchewan.
Canadian salaries expressed in U.S. dollars.
Salaries of Directors are not included in the calculation of median salary statistics.

TABLE 25: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1986

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	58	25	33	$48,415	$52,509	$45,314
2. Associate Director	22	5	17	37,867	46,590	35,302
3. Assistant Director	14	3	11	32,988	*	*
4. Head, Medical Branch	11	1	10	28,898	*	*
5. Subject Specialist	20	3	17	29,973	*	*
6. Functional Specialist	31	14	17	23,444	25,372	21,856
7. Dept. Head:Reference	20	2	18	29,276	*	*
8. Cataloging	20	4	16	26,720	28,528	26,267
9. Acquisition	12	3	9	24,692	*	*
10. Serials	11	1	10	23,807	*	*
11. Circulation	9	0	9	28,080	*	*
12. Spec. Coll'n.	13	6	7	29,308	33,251	25,929
13. Computer	4	1	3	29,487	*	*
14. Other	55	10	45	31,057	31,773	30,898
15.Reference:Over 15 yrs. exp.	39	8	31	29,849	32,730	29,105
16. 10 - 15 yrs. exp.	28	7	21	26,055	28,660	25,187
17. 5 - 10 yrs. exp.	49	9	40	24,378	24,646	24,318
18. Under 5 yrs. exp.	54	5	49	20,212	21,097	20,122
19.Catalog: Over 15 yrs. exp.	11	5	6	31,010	32,263	29,966
20. 10 - 15 yrs. exp.	4	0	4	25,405	*	*
21. 5 - 10 yrs. exp.	11	3	8	23,085	*	*
22. Under 5 yrs. exp.	15	2	13	19,286	*	*
23. Other: Over 15 yrs. exp.	17	4	13	27,593	32,548	26,069
24. 10 - 15 yrs. exp.	11	4	7	30,010	32,105	28,812
25. 5 - 10 yrs. exp.	14	3	11	24,386	*	*
26. Under 5 yrs. exp.	14	1	13	20,945	*	*
ALL POSITIONS	567	129	438	$29,041	$33,723	$27,663

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 26: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1986

	POSITION	Number of Staff			Average Years of Experience		
		Total	Men	Women	Combined	Men	Women
1.	Director, Medical Library	57	24	33	20.9	22.9	19.5
2.	Associate Director	22	5	17	17.5	15.4	18.1
3.	Assistant Director	14	3	11	15.2	17.7	14.5
4.	Branch Head	11	1	10	14.8	19.0	14.4
5.	Subject Specialist	20	3	17	15.3	12.0	15.8
6.	Functional Specialist	29	13	16	7.2	6.5	7.8
7.	Dept. Head:Reference	20	2	18	13.0	12.5	13.0
8.	Cataloging	20	4	16	13.7	15.8	13.1
9.	Acquisition	12	3	9	10.3	10.3	11.7
10.	Serials	11	1	10	11.8	7.0	12.3
11.	Circulation	9	0	9	10.6		10.6
12.	Spec. Coll'n.	13	6	7	15.8	16.2	15.6
13.	Computer	4	1	3	5.8	6.0	5.7
14.	Other	55	10	45	13.7	16.5	13.1
15.	Reference	175	31	144	9.6	12.1	9.0
16.	Catalog	41	10	31	9.8	12.9	8.8
17.	Other	54	12	42	10.9	13.9	9.9
ALL POSITIONS		567	129	438	12.4 yrs	14.6 yrs	11.8 yrs

TABLE 27: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE,[1]

FISCAL YEAR 1986

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	76	9	67	13.4	$20,295	$21,166	$20,178
2. 4 - 7 yrs. exp.	112	26	86	19.8	23,643	24,318	23,439
3. 8 - 11 yrs. exp.	108	23	85	19.0	26,765	27,639	26,528
4. 12 - 15 yrs. exp.	92	19	73	16.2	30,409	34,897	29,241
5. 16 - 19 yrs. exp.	76	16	60	13.4	31,837	34,048	31,255
6. 20 - 23 yrs. exp.	41	12	29	7.2	42,100	51,298	38,293
7. 24 - 27 yrs. exp.	31	9	22	5.5	38,232	42,002	36,690
8. 28 - 31 yrs. exp.	15	8	7	2.6	43,454	45,468	41,152
9. 32 - 35 yrs. exp.	11	5	6	1.9	39,325	43,381	35,945
10. Over 35 yrs. exp.	5	2	3	0.9	41,762	*	*
ALL POSITIONS	567	129	438		$29,041	$33,723	$27,663

[1]Excludes Chicago
* Salary information is not published when fewer than four individuals are involved.
Canadian salaries converted to U.S. dollars

TABLE 28: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 1986

INSTITUTION	FILLED POSITIONS	AVERAGE SALARY	MEDIAN SALARY	BEGINNING SALARY	AVERAGE YEARS EXPERIENCE
Alabama	6	$23,911	$23,084	$16,500	7.2
Alberta (D)	5	28,668	29,232	18,377	14.2
Arizona	8	24,378	23,690	17,500	8.0
Boston	10	29,041	27,125	17,000	11.3
British Columbia (D)	3	*	*	17,281	18.7
Calif., Berkeley	13	35,140	30,846	22,224	12.8
Calif., Davis	6	47,950	45,936	22,224	16.0
Calif., Los Angeles	8	34,978	33,162	22,224	11.4
Case Western Reserve	13	22,733	21,500	16,260	5.5
Colorado	4	*	*	19,000	14.3
Columbia	14	31,638	29,187	19,500	9.5
Connecticut	6	29,833	27,525	18,452	10.5
Cornell	7	25,237	26,560	17,000	10.3
Duke	8	27,157	26,000	17,800	4.5
Emory	7	24,670	22,900	17,000	7.7
Florida	9	22,793	23,385	18,000	11.6
Florida State	6	25,800	23,800	16,500	9.7
Georgetown	17	32,500	28,800	17,500	9.9
Georgia	6	29,529	30,000	16,500	21.6
Harvard	31	29,437	28,217	18,165	12.2
Houston	7	24,407	31,297	22,000	7.9
Howard	5	32,321	31,297	20,613	12.0
Illinois	8	25,368	23,900	17,500	11.1
Indiana	7	23,643	20,888	15,330	6.0
Iowa	11	24,324	23,204	17,500	8.7
Kansas	5	22,288	21,575	17,000	10.0
Kentucky	4	*	*	16,000	9.0
Louisiana State	10	23,490	24,050	17,000	9.7
McGill (D)	5	24,064	23,946	16,660	22.4
Manitoba (D)	3	*	*	16,041	8.0
Miami	6	26,452	24,030	20,000	14.0
Missouri	8	18,720	17,738	16,000	9.6
Nebraska	4	*	*	17,000	7.5
New Mexico	6	24,002	23,000	20,000	12.3
New York	14	34,250	33,000	25,000	7.9
Northwestern	11	29,918	26,800	18,000	11.1
Notre Dame	3	*	*	17,000	9.7
Ohio State	7	27,840	26,580	18,000	11.9
Oklahoma	6	19,073	18,170	15,000	7.0
Oregon	3	*	*	18,000	11.0
Pennsylvania	12	26,548	25,500	17,400	7.5
Pittsburgh	5	24,519	23,300	16,600	8.2
Queen's (D)	4	*	*	15,573	21.0
Saskatchewan (D)	2	*	*	16,969	11.5
Southern Illinois	6	31,876	35,331	17,900	10.5
Stanford	6	36,753	34,920	23,500	19.0
SUNY - Buffalo	6	25,569	25,451	17,000	7.8
Syracuse	4	*	*	16,000	9.8
Toronto (D)	5	26,940	26,095	16,656	11.8
Tulane	8	23,614	23,400	17,000	7.5
Vanderbilt	7	26,488	24,970	16,000	12.0
Virginia	12	27,945	25,200	17,000	9.2
Washington, St. Louis	6	22,765	21,790	17,460	12.8
Wayne State	3	*	*	19,000	19.7
Western Ontario (D)	3	*	*	16,111	16.7
Wisconsin	9	24,550	24,617	18,200	10.9
Yale	13	29,455	27,590	21,000	15.8
York (D)	7	27,234	27,591	14,963	14.4

* Salary information is not published for fewer than 4 individuals.

Salaries for directors are not included in either the average or median salary statistic.

D - Canadian salaries expressed in U.S. dollars.

TABLE 29: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1986

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 23,000 and over
2- 22,000-22,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
7- 17,000-17,999
8- 16,000-16,999
9- below 16,000

GROUP	RANK	INSTITUTION	SALARY
1	1	New York	$25,000
	2	Stanford	23,500
2	3	Calif., Berkeley	22,224
	3	Calif., Davis	22,224
	3	Calif., Los Angeles	22,224
	6	Houston	22,000
3	7	Yale	21,000
4	8	Howard	20,613
	9	Miami	20,000
	9	New Mexico	20,000
5	11	Columbia	19,500
	12	Colorado	19,000
	12	Wayne State	19,000
6	14	Connecticut	18,452
	15	Alberta	18,377
	16	Wisconsin	18,200
	17	Harvard	18,165
	18	Florida	18,000
	18	Northwestern	18,000
	18	Ohio State	18,000
	18	Oregon	18,000
7	22	Southern Illinois	17,900
	23	Duke	17,800
	24	Illinois	17,500
	24	Iowa	17,500
	24	Arizona	17,500
	24	Georgetown	17,500
	28	Washington, St. Louis	17,460
	29	Pennsylvania	17,400
	30	British Columbia	17,281
	31	Boston	17,000
	31	Cornell	17,000
	31	Emory	17,000
	31	Kansas	17,000
	31	Louisiana State	17,000
	31	Nebraska	17,000
	31	Notre Dame	17,000
	31	SUNY - Buffalo	17,000
	31	Tulane	17,000
	31	Virginia	17,000
8	41	Saskatchewan	16,969
	42	McGill	16,660
	43	Toronto	16,656
	44	Pittsburgh	16,600
	45	Alabama	16,500
	45	Florida State	16,500
	45	Georgia	16,500
	48	Case Western Reserve	16,260
	49	Western Ontario	16,111
	50	Manitoba	16,041
	51	Kentucky	16,000
	51	Missouri	16,000
	51	Vanderbilt	16,000
9	54	Queen's	15,573
	55	Indiana	15,330
	56	York	15,000
	56	Oklahoma	15,000

Canadian salaries expressed in U.S. dollars.
Figure for Syracuse not avialable.

TABLE 30: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1986

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 40,000 and over
2- 35,000-39,999
3- 30,000-34,999
4- 28,000-29,999
5- 26,000-27,999
6- 24,000-25,999
7- 23,000-23,999
8- 22,000-22,999
9- 21,000-21,999
10- below 21,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Davis	45,936
2	2	Southern Illinois	35,331
3	3	Stanford	34,920
	4	Calif., Los Angeles	33,162
	5	New York	33,000
	6	Howard	31,297
	7	Calif., Berkeley	30,846
	8	Georgia	30,000
4	9	Alberta	29,232
	10	Columbia	29,187
	11	Georgetown	28,800
	12	Harvard	28,217
5	13	York	27,591
	14	Yale	27,590
	15	Connecticut	27,525
	16	Boston	27,125
	17	Northwestern	26,800
	18	Ohio State	26,580
	19	Cornell	26,560
	20	Toronto	26,095
	21	Duke	26,000
6	22	Pennsylvania	25,500
	23	SUNY - Buffalo	25,451
	24	Virginia	25,200
	25	Vanderbilt	24,970
	26	Wisconsin	24,617
	27	Louisiana State	24,050
	28	Miami	24,030
7	29	McGill	23,946
	30	Illinois	23,900
	31	Florida State	23,800
	32	Arizona	23,690
	33	Houston	23,632
	34	Tulane	23,400
	35	Pittsburgh	23,300
	36	Iowa	23,204
	37	Alabama	23,084
	38	New Mexico	23,000
8	39	Emory	22,900
9	40	Washington, St. Louis	21,790
	41	Kansas	21,575
	42	Case Western	21,500
10	43	Indiana	20,888
	44	Kentucky	19,089
	45	Oklahoma	18,170
	46	Missouri	17,738

The following university law libraries have too few staff to permit reporting/ranking: British Columbia, Colorado, Florida, Manitoba, Nebraska, Notre Dame, Queen's, Saskatchewan, Syracuse, Wayne State, and Western Ontario.
Salaries of Directors are not included in the calculation of median salary statistics.
Canadian salaries expressed in U.S. dollars

TABLE 31: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1986

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	52	32	20	$58,233	$61,469	$53,055
2. Associate Director	13	3	10	43,747	53,366	40,862
3. Assistant Director	17	4	13	38,720	34,455	40,032
4. Head, Branch	2	1	1	*	*	*
5. Subject Specialist	15	6	9	26,755	22,696	29,460
6. Functional Specialist	19	8	11	27,105	25,144	28,532
7. Dept. Head:Reference	19	9	10	30,794	29,525	31,937
8. Cataloging	24	5	19	29,648	30,228	29,495
9. Acquisition	22	2	20	27,401	*	*
10. Serials	3	1	2	*	*	*
11. Documents	8	1	7	21,936	*	*
12. Circulation	13	5	8	25,690	23,205	27,243
13. Computer	3	1	2	*	*	*
14. Other	37	16	21	32,105	31,711	32,406
15.Reference:Over 15 yrs. exp.	9	5	4	30,661	29,475	32,144
16. 10 - 15 yrs. exp.	19	5	14	27,192	27,742	26,996
17. 5 - 10 yrs. exp.	19	13	6	24,910	25,242	24,191
18. Under 5 yrs. exp.	29	13	16	23,900	23,092	24,556
19.Catalog: Over 15 yrs. exp.	10	3	7	26,345	*	*
20. 10 - 15 yrs. exp.	15	2	13	26,714	*	*
21. 5 - 10 yrs. exp.	19	4	15	24,239	25,398	23,930
22. Under 5 yrs. exp.	22	6	16	19,690	19,384	19,805
23. Other: Over 15 yrs. exp.	12	4	8	28,422	36,035	24,615
24. 10 - 15 yrs. exp.	9	0	9	28,983	*	*
25. 5 - 10 yrs. exp.	17	5	12	24,266	25,964	23,559
26. Under 5 yrs. exp.	11	1	10	19,737	*	*
ALL POSITIONS	438	155	283	$31,324	$34,646	$29,505

* Salary information is not published when fewer than 4 individuals are involved.
Canadian salaries converted to U.S. dollars.

TABLE 32: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1986

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	52	32	20	17.9	18.4	17.2
2. Associate Director	13	3	10	14.5	18.0	13.5
3. Assistant Director	17	4	13	13.8	6.8	16.0
4. Subject Specialist	15	6	9	10.4	7.3	12.4
5. Functional Specialist	16	7	9	11.0	10.9	11.1
6. Dept. Head:Reference	18	8	10	9.8	9.3	13.6
7. Cataloging	24	5	19	13.0	11.0	13.6
8. Acquisition	22	2	20	9.6	16.0	9.0
9. Serials	3	1	2	6.0	5.0	6.5
10. Documents	8	1	7	7.1	2.0	7.9
11. Circulation	13	5	8	9.8	8.2	10.8
12. Spec. Coll'n.	0	0	0			
13. Other	38	17	21	11.6	11.8	11.4
14. Reference	79	38	41	8.1	7.9	8.2
15. Catalog	69	16	53	7.9	7.7	8.0
16. Other	51	10	41	10.4	12.7	9.9
ALL POSITIONS	438	155	283	10.9	11.3	10.5

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL LAW UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE

FISCAL YEAR 1986

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	68	23	45	15.5	$21,402	$20,555	$21,834
2. 4 - 7 yrs. exp.	94	37	57	21.5	24,654	25,194	24,322
3. 8 - 11 yrs. exp.	108	34	74	24.7	31,117	34,452	29,674
4. 12 - 15 yrs. exp.	75	24	51	17.1	36,584	42,046	34,120
5. 16 - 19 yrs. exp.	44	16	28	10.0	39,779	49,101	34,453
6. 20 - 23 yrs. exp.	21	9	12	4.8	38,789	40,548	37,470
7. 24 - 27 yrs. exp.	11	6	5	2.5	43,762	51,618	35,906
8. 28 - 31 yrs. exp.	5	1	4	1.1	42,078	*	*
9. 32 - 35 yrs. exp.	11	5	6	2.5	50,505	48,771	51,951
10. Over 35 yrs. exp.	1		1	0.2	*	*	*
ALL POSITIONS	438	155	283		$31,324	$34,646	$29,505

* Salary information is not published when fewer than four individuals are involved.
Canadian salaries expressed in U.S. dollars.

ARL SALARY SURVEY 1985
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

3. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

7. The questionnaire should be returned to the ARL Office by August 31, 1985.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1984-85, as well as the current fiscal year, 1985-86.

2. Please include the Beginning Professional Salary and the Median Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1984-85 figures were sent to ARL directors on April 11, 1985, as part of a report on Supplementary Salary Data.

3. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

Please consult the published survey for 1984. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1984-85, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

4. Question 2. The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

   Your library's Median Professional Salary for 1984-85 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1984-85 salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1984-85 median salary in your library) please supply an updated figure.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1985-86. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets if you cannot list all professional positions in the space provided.

2. List information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. (This will permit ARL to analyze whether there are separate salary patterns for those two specialties.) Check the appropriate box at the top of the form to indicate when a sheet is being used only for Law or Medical library staff.

3. The column to the left of the perforation labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. After entering the identification of the individual, enter his/her salary as of July 1, 1985. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

5. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

6. Position Code. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library and Computer Systems
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

7. Sex. Indicate either M or F, for male and female, respectively.

8. Minority status code. U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if not applicable):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian

9. Total years of professional experience. Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

10. Rank. Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Complete the last column, labeled "Rank Code", using the following codes:

0 A rank normally occupied solely by the library director and/or assistant and associate directors.
9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1 Lowest level in the rank structure.
2 Next highest level in the rank structure.
3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.

Instructions for Optional Categories
(Record data in shaded area of Part II: Individual Data)

1. Please complete as much of this section as possible, but do not hold up the reporting process if some of the data requested is not available.

2. Position Code addenda. Use this line to provide additional information only for the following position categories:

   a. Functional Specialists. Indicate any staff who are primarily responsible for the following activities using the codes listed below:

Acquisitions	ACQ	Serials	SER
Personnel	PER	Audiovisual/Media	AVM
Preservation	PRS	Interlibrary Loan	ILL
Staff Training	TRN	Archivist	ARC
Automated Systems	SYS		

   b. Reference Librarians, Catalogers, Subject Specialists, Public Services, and Branch staff. Use the codes listed below to indicate only staff in these position categories who specialize in one of the following subject areas (either a sub-field, or the entire area). Do not include staff in these position codes who have broader, other, or mixed subject responsibilities (i.e. more than one sub-field specialty); do include subject specialists who also have some (i.e., less than 50%) general assignments.

Science & Technology	SCI
Social & Behavioral Science	SBS
Humanities & Fine Arts	HFA
Undergraduate Library	UGL

3. Formal Education. Use the following codes to indicate the highest degree earned in:

a. Librarianship.

None	0
Bachelor (4 year)	1
Bachelor (5 year)	2
Master (5th year)	3
Master (6th year)	4
CAGS (6th year certificate)	5
Doctorate (Other than Ph.D.)	6
Ph. D.	7

b. Fields excluding librarianship, including basic undergraduate education.

None	0
Bachelor	1
Master	2
Second Master (i.e. 2 subject fields)	3
CAGS (6th year certificate)	4
Doctorate (Other than Ph.D.)	5
Ph. D.	6

4. Professional experience details. Use this line to report the number of years of professional experience which individual librarians have: (a) in the reporting library; (b) in their current position; and (c) in their present rank (if the library employs a rank structure). Note: No figure reported for 3 a, b, or c should exceed the number reported as Total Years of Professional Experience on the main part of the Individual Data form.

0208O

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1985
University Library Questionnaire

Part I: Summary Data

Reporting library _____

Report prepared by (Name) _____

Phone number _____ Date returned to ARL _____

		Main	Law	Medical
1.	Beginning Professional Salary			
	a. Beginning professional salary for 1984-85 as reported in last year's ARL Annual Salary Survey.			
	b. If salary reported last year has been revised, please report correct 1984-85 beginning professional salary.			
	c. Beginning professional salary for 1985-86.			
2.	Median Professional Salary			
	a. Median professional salary for 1984-85 as reported in last year's ARL Annual Salary Survey. (Law and medical salaries included in special report to ARL Directors)			
	b. If salaries reported last year have been substantially revised, please report correct 1984-85 median professional salary.			

(Note: ARL will calculate the 1985-86 median professional salary for your library from the data you supply in Part II of this questionnaire.)

(over)

3. Footnotes (Please compare with footnotes from surveys of previous years.)

a. Figures include salaries for main campus only.

☐ Yes ☐ No ☐ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)
_____ 2 levels
_____ 3 levels
_____ 4 levels
_____ 5 levels
_____ more than 5 levels (please specify the number of levels:_____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the
ARL Office by August 31, 1985.

02070

ARL SALARY SURVEY 1985

University Library Questionnaire

Part II: Individual Data

Office Use Only	

☐ Check here if this sheet is for Law Library only

☐ Check here if this sheet is for Medical Library only

Reporting Library _____

Sheet Number _____

OPTIONAL DATA CATEGORIES

Staff Member i.d. *(Detach before mailing)*	Seq. No.	Salary July 1, 1985*	Position Code*	leave blank	Sex (M or F)	Minority Status Code*	Total Years Prof. Exper.	Rank Code*	Position Code Addenda*	leave blank	Highest Earned Degrees*		Years Professional Experience		
											Library Science	Other Fields	At Reporting Library	In Present Job	In Present Rank
	1														
	2														
	3														
	4														
	5														
	6														
	7														
	8														
	9														
	10														
	11														
	12														
	13														
	14														
	15														

* *(See instructions)*

ARL SALARY SURVEY 1985
Nonuniversity Library Questionnaire

Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1985-86 salaries as they exist on July 1, 1985. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The median salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The "beginning professional salary" is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are normally required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by August 31, 1985.

Association of Research Libraries
1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 (202) 232-2466

ARL SALARY SURVEY 1985
Nonuniversity Library Questionnaire

Reporting library _____

Report prepared by (Name) _____

Phone number _____ Date returned to ARL _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1984-85 and 1985-86.

2. Median professional salary in fiscal year 1984-85. _____

3. Median professional salary for fiscal year 1985-86. _____

4. Beginning professional salary in 1984-85. _____

5. Beginning professional salary for 1985-86. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have Law Library.

   b. Medical Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have a Medical Library.

   c. Branch libraries not included:

   _____

   _____

   _____

7. Other comments:

   _____

   _____

   _____

Please return this form to the
ARL Office by August 31, 1985

(over)

Page 2

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1984-85 and 1985-86.

Salary Range	Number of Positions	
	1984-85	1985-86
95,000 or more		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,000 - - - 14,999		
13,999 or less		
Total Number of Positions		

Please return this form to the
ARL Office by August 31, 1985

FOOTNOTES

Institution	Notes
ALABAMA	Medical Library salaries exclude the Medical School in Birmingham, but do include staff of the College of Community Health Sciences library on the Tuscaloosa Campus.
ALBERTA	Excludes Boreal Institute and the Faculty of Extension libraries.
ARIZONA STATE	Salaries exclude increases due January 1, 1986.
	Excludes Law and ASU West libraries.
BOSTON PUBLIC LIBRARY	BPL currently negotiating salaries.
BRIGHAM YOUNG	Excludes Law Library.
BRITISH COLUMBIA	Salaries unchanged since 1982/83.
	Medical Library includes Woodward Biomedical and three hospital branch libraries.
CALIFORNIA, BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, and Chicano Studies; and Water Resources Archives.
	Includes Law Library.
	Librarians scheduled for a 3.1% increase on January 1, 1986.
CALIFORNIA, DAVIS	Excludes salary of Law Library Director.
	Salaries will increase 3.1% on January 1, 1986.
CALIFORNIA, IRVINE	Salaries will increase 3.1% on January 1, 1986.
CANADA INST. FOR SCI. AND TECH. INFO.	No individual data reported; includes only median and beginning professional salaries of staff for the current and prior year.
	Includes branch libraries.

Institution	Notes
CHICAGO	No individual data reported; includes only median and beginning professional salaries of staff for the current and prior year.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
COLUMBIA	Includes salaries in Health Sciences libraries.
CORNELL	Includes Geneva Experiment Station.
	Excludes Medical College Library staff in New York City.
DELAWARE	Excludes Director's salary and salaries of staff from libraries not administratively reporting to the Director of Libraries.
DUKE	Includes Perkins Library staff only.
EMORY	Salaries effective September 1, 1985.
	Includes Theology, Library & Information Management, and Oxford College libraries.
FLORIDA	Excludes lab school library and Florida Center for Library Automation.
	Salaries effective August 1985.
FLORIDA STATE	Excludes Development Research School.
GEORGETOWN	Excludes Center for Population Research.
HARVARD	Excludes Biblioteca Berenson in Florence, Italy, and the Dumbarton Oaks library.
HAWAII	Excludes departmental collections not under the jurisdiction of the University Library: Hawaii Institute of Geophysics, Industrial Relations Center, and the Public Health Reading Room.
	Excludes federally funded temporary positions.
HOUSTON	Excludes Clear Lake, Downtown, and Victoria Campuses.

Institution	Notes
HOUSTON (con't)	Salaries effective September 1, 1985.
INDIANA	Excludes regional campus libraries: Indianapolis, IU East, Fort Wayne, Kokomo, South Bend, IU Northwest, and IU Southeast.
JOHNS HOPKINS	Excludes Advanced International Studies, Applied Physics, and Bologna libraries.
KANSAS	Excludes History of Medicine Library, Kansas City.
KENTUCKY	Excludes Community Colleges.
LAVAL	Salaries include 12.5% fringe benefits
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Centers in Shreveport and New Orleans, and the University of New Orleans library. Excludes salaries of heads of law and veterinary medicine libraries.
MARYLAND	Excludes College of Library and Information Services library.
MICHIGAN	Excludes Business, Bentley Historical, Law, and William Clements libraries; and several small libraries not part of the main library system.
MISSOURI	Salaries effective September 1, 1986.
NATIONAL AGRICULTURAL LIB.	Includes District of Columbia branch library.
NATIONAL LIBRARY OF CANADA	Salaries reflect August 1984 levels, which are still in effect while a new contract is being negotiated.
NATIONAL LIB. OF MEDICINE	Excludes R & D, Computer staff, etc.
NEW MEXICO	Excludes Law Library.
NEW YORK PUBLIC LIBRARY	Excludes staff in public library branches.
NORTH CAROLINA	Excludes Institute of Government.
NORTHWESTERN	Excludes cost recovery positions.

Institution	Notes
NORTHWESTERN (con't)	Beginning Professional Salary in Dental Library is $17,000.
OHIO STATE	Includes four regional campus libraries and the Agricultural Institute.
OKLAHOMA STATE	Excludes OSU School of Technical Training and OSU Technical Institute.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstown, and Titusville campuses.
PRINCETON	Includes Forrestal campus.
PURDUE	Excludes North Central, Calumet, and Fort Wayne campuses.
QUEEN'S	Excludes Industrial Relations Centre.
ROCHESTER	Excludes Ensemble and Recording Services libraries.
RUTGERS	Excludes libraries with separate budgets: Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries.
SOUTH CAROLINA	Excludes law and medical libraries.
SOUTHERN CALIFORNIA	Excludes Hancock Library of Biology and Oceanography, Law, and Safety and Systems Management libraries.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of U.S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries.
STANFORD	Excludes salary of Head of the Law Library.
SUNY - BUFFALO	Salaries exclude heads of law and music libraries.
SUNY - STONY BROOK	Excludes Health Sciences. Salaries effective September 1, 1984.
SYRACUSE	Excludes Utica College library.

Institution	Notes
TEMPLE	Excludes Law and Medical libraries.
	Salaries are for a 44 week year.
TENNESSEE	Excludes Law Library.
TEXAS	Excludes Humanities Research Center.
	Salaries effective September 1, 1985.
TEXAS A & M	Most salaries are for 10.5 month contract.
TORONTO	Excludes federated and affiliated institutions.
	Includes: Aerospace, Architecture, Astronomy, Audio-Visual, Computer, Criminology, Dentistry, Education, Erindale College, Fine Arts, Forestry, Industrial Relations, Law, Library Science, Management Studies, Mathematics, Music, Pathology, Physics, and Scarborough libraries for the first time.
TULANE	Excludes Delta Regional Primate Center.
WESTERN ONTARIO	Salaries effective December 1985.
WISCONSIN	Excludes Engineering and Instructional Materials Center.
	Some salaries effective January 1986.
YALE	Excludes British Art Center.
YORK	Salaries are estimates.